United Nations A/63/717

General Assembly

Distr.: General
12 February 2009

Original: English

Sixty-third session
Agenda item 148
Financing of the African Union-United Nations Hybrid Operation in Darfur

Budget for the African Union-United Nations Hybrid Operation in Darfur for the period from 1 July 2009 to 30 June 2010

Report of the Secretary-General

Contents

		Page
I.	Mandate and planned results	5
	A. Overall	5
	B. Planning assumptions and mission support initiatives	6
	C. Regional mission cooperation	10
	D. Partnerships and country team coordination	11
	E. Results-based-budgeting frameworks	12
II.	Financial resources	58
	A. Overall	58
	B. Non-budgeted contributions	59
	C. Efficiency gains	59
	D. Vacancy factors	59
	E Contingent-owned equipment: major equipment and self-sustainment	60
	F. Training	61
	G. Disarmament, demobilization and reintegration	62

09-23759 (E) 190309

H. Mine detection and mine-clearance services 63

I. Quick-impact projects 64

III. Analysis of variances 65

IV. Actions to be taken by the General Assembly 74

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolution 61/276 and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly 75

Annex

Organization charts 82

Map 86

Summary

The present report contains the budget for the African Union-United Nations Hybrid Operation in Darfur (UNAMID) for the period from 1 July 2009 to 30 June 2010, which amounts to $1,789,411,200.

The budget provides for the deployment of 240 military observers, 19,315 military contingent personnel, 3,772 United Nations police officers, 2,660 formed police units personnel, 1,548 international staff and 3,437 national staff, including 24 international staff and 14 national staff positions funded under general temporary assistance, 561 United Nations Volunteers and 6 Government-provided personnel.

The total resource requirements for UNAMID for the financial period have been linked to the Operation's objective through a number of results-based-budgeting frameworks, organized according to components (peace process; security; rule of law, governance and human rights; humanitarian liaison, recovery and development; and support). The human resources of the Operation, in terms of the number of personnel, have been attributed to the individual components, with the exception of executive direction and management, which can be attributed to the Operation as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the Operation.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July 2009 to 30 June 2010.)

Category	*Expenditure (2007/08)*	*Apportionment (2008/09)*	*Cost estimates (2009/10)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	237 866.7	649 752.2	842 860.4	193 108.2	29.7
Civilian personnel	64 373.3	179 624.5	254 047.6	74 423.1	41.4
Operational costs	754 238.6	670 333.3	692 503.2	22 169.9	3.3
Gross requirements	**1 056 478.6**	**1 499 710.0**	**1 789 411.2**	**289 701.2**	**19.3**
Staff assessment income	6 692.3	20 373.9	26 404.9	6 031.0	29.6
Net requirements	**1 049 786.3**	**1 479 336.1**	**1 763 006.3**	**283 670.2**	**19.2**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**1 056 478.6**	**1 499 710.0**	**1 789 411.2**	**289 701.2**	**19.3**

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*Temporary position*[c,d]	*United Nations Volunteers*	*Government-provided personnel*	*Total*
Executive direction and management										
Approved 2008/09	—	—	—	—	54	37	—	3	—	**94**
Proposed 2009/10	—	—	—	—	54	37	—	3	—	**94**
Components										
Peace process										
Approved 2008/09	—	—	—	—	165	168	31	20	—	**384**
Proposed 2009/10	—	—	—	—	154	168	24	20	—	**366**
Security										
Approved 2008/09	240	19 315	3 772	2 660	46	1 136	—	12	—	**27 181**
Proposed 2009/10	240	19 315	3 772	2 660	46	1 086	—	12	—	**27 131**
Rule of law, governance and human rights										
Approved 2008/09	—	—	—	—	113	175	—	44	6	**338**
Proposed 2009/10	—	—	—	—	113	175	—	44	6	**338**
Humanitarian liaison, recovery and development										
Approved 2008/09	—	—	—	—	—	—	54	—	—	**54**
Proposed 2009/10	—	—	—	—	28	26	—	—	—	**54**
Support[e]										
Approved 2008/09	—	—	—	—	1 117	1 899	14	469	—	**3 499**
Proposed 2009/10	—	—	—	—	1 129	1 931	14	482	—	**3 556**
Total										
Approved 2008/09	240	19 315	3 772	2 660	1 495	3 415	99	548	6	**31 550**
Proposed 2009/10	240	19 315	3 772	2 660	1 524	3 423	38	561	6	**31 539**
Net change	**—**	**—**	**—**	**—**	**29**	**8**	**(61)**	**13**	**—**	**(11)**

[a] Represents highest level of authorized/proposed strength.
[b] Includes National Officers and national General Service staff.
[c] Funded under general temporary assistance.
[d] 24 international staff and 14 national staff temporary positions.
[e] Includes one P-5 post (Senior Field Security Coordination Officer) funded through a cost-sharing arrangement with the United Nations country team.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the African Union-United Nations Hybrid Operation in Darfur (UNAMID) was established by the Security Council in its resolution 1769 (2007). The most recent extension of the mandate was authorized by the Council in its resolution 1828 (2008), by which it extended the mandate until 31 July 2009.

2. The Operation is mandated to help the Security Council achieve an overall objective, namely, a lasting political solution and sustained security in Darfur.

3. Within this overall objective, UNAMID will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. The frameworks are organized according to components which are derived from the mandate of the Operation (peace process; security; rule of law, governance and human rights; humanitarian liaison, recovery and development) as well as support.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Operation, and the indicators of achievement show a measurement of progress made towards such accomplishments during the budget period. The human resources of UNAMID, in terms of the number of personnel, have been attributed to the individual components, with the exception of executive direction and management, which can be attributed to the Operation as a whole. Variances in the number of personnel, compared with the 2008/09 budget, including reclassifications, have been explained under the respective components.

5. Unity of command and control and a single chain of command are enshrined in the Operation's reporting structure, whereby the Joint Special Representative of the Chairperson of the African Union Commission and of the Secretary-General of the United Nations has overall authority over UNAMID, oversees the implementation of its mandate, and is responsible for the Operation's management and functioning. The Joint Special Representative implements the strategic directions issued by the United Nations Under-Secretary-General for Peacekeeping Operations and the African Union Commissioner for Peace and Security and reports, through them, to the Secretary-General and the Chairperson of the African Union Commission, respectively. In accordance with the Abuja communiqué, the Force Commander and the Police Commissioner, both appointed by the African Union in consultation with the United Nations, report to the Joint Special Representative and exercise command and control over the military and police activities of the hybrid operation, respectively. Also reporting directly to the Joint Special Representative are the Deputy Joint Special Representative, the Deputy Joint Special Representative for Operations and Administration, the Chief of Staff, the Director of the Political Affairs Division, the Spokesperson, the Chief of the Joint Mission Analysis Centre, the Chief Security Adviser, the Principal Conduct and Discipline Officer, the Chief Legal Officer, and the heads of the Addis Ababa and Khartoum Offices.

6. The Joint Mediation Support Team is supported by UNAMID. The Joint Chief Mediator, who is the head of the Team, reports to the Secretary-General through the Under-Secretary-General for Peacekeeping Operations and to the Chairperson of the African Union Commission through the Commissioner for Peace and Security. The Joint Chief Mediator liaises closely with the Joint Special Representative for

UNAMID, the Special Representative of the Secretary-General for the Sudan and Head of the United Nations Mission in the Sudan (UNMIS) and other relevant stakeholders. The Joint Chief Mediator is entrusted with leading the mediation efforts between the parties to the Darfur conflict with a view to bringing them to peace negotiations.

7. The overall management of the Operation is carried out on the basis of United Nations standards, principles and established practices. Backstopping and command and control structures for the hybrid operation are provided by the United Nations. The Joint Support and Coordination Mechanism, with a dedicated staff capacity, has been established in Addis Ababa and tasked with empowered liaison between the Department of Peacekeeping Operations of the United Nations Secretariat and the African Union Peace and Security Department on matters related to the deployment of UNAMID. All command and control structures and the main offices of the Operation are located in Darfur. The Operation is organized in three sectors covering the three Darfur States, with leadership and direction throughout the mission area provided from its headquarters in El Fasher. Three regional offices, El Fasher (co-located with the mission headquarters), Nyala and El Geneina, supervise and coordinate operations in Northern, Southern and Western Darfur, respectively. A regional sub-office in Zalingei, which reports to the El Geneina regional office, coordinates activities in the Zalingei subsector.

8. The regional offices and sub-office have a high degree of devolved day-to-day management responsibility within the policy framework developed jointly with the Operation's senior management team. This includes authority delegated to the heads of the regional offices and the Zalingei sub-office in administrative and financial matters in order to enhance the effectiveness and efficiency of the Operation in the context of a decentralized organizational structure. The heads of all the regional offices report directly to the Chief of Staff, while the head of the sub-office in Zalingei reports to the head of the regional office in El Geneina. The Operation also has established offices in key locations outside Darfur, including a Khartoum Liaison Office (co-located with UNMIS) and the Joint Support and Coordination Mechanism in Addis Ababa.

9. For its support activities, the Operation relies on its main logistics base in Nyala and on a number of structures established outside Darfur, including a forward operational logistics base in El Obeid with warehousing support and a transit facility, as well as a support office, co-located with UNMIS, in Port Sudan, which is the main port of entry for goods arriving by sea for both missions.

B. Planning assumptions and mission support initiatives

10. The arrival of the Joint Chief Mediator in August 2008 initiated a new opportunity for the United Nations and the African Union (AU) to assist the Government of the Sudan in achieving sustainable peace in Darfur. During the budget period, UNAMID will work with and support the Joint Chief Mediator in pursuing an effective cessation of hostilities and in advancing the Darfur peace process. The goal remains the achievement of material progress towards the implementation of the Darfur Peace Agreement or the conclusion of an inclusive peace agreement.

11. Subject to any changes in the political and the national security situation in the Sudan, general elections are scheduled to take place across the country in 2009. The elections may be followed by the Darfur referendum to be carried out by the National Elections Commission of the Sudan by 9 July 2010 as provided under the Darfur Peace Agreement. In this regard, the Operation will assist UNMIS in fulfilling its tasks in support of the national general elections and the Darfur referendum. It is expected that the role of UNAMID in relation to the national elections will be limited to requirements that may arise in relation to Darfur. A determination of the associated resource requirements will be made at that time.

12. The Operation expects to increase the deployment of staff in the Disarmament, Demobilization and Reintegration Section within its approved staffing complement and in line with progress in security, the peace negotiations and associated planning and donor support for such activities. A programme for the disarmament, demobilization and reintegration of combatants in Darfur is expected to start when a comprehensive and all-inclusive peace agreement between the Government and different armed groups in Darfur is signed. While the exact number of target beneficiaries is still unknown at this stage, UNAMID has assessed that up to 16,500 ex-combatants will take part in the disarmament, demobilization and reintegration programme, including up to 4,700 of them during the 2009/10 budget period, should an all-inclusive peace agreement be signed by January 2010. In this regard, the Operation's expected role will be to assist the parties, in collaboration with the United Nations Development Programme (UNDP), in the establishment of a disarmament, demobilization and reintegration programme and to build the capacity of and to provide logistical and financial support to relevant national and regional institutions in Darfur that will be designated by a future all-inclusive peace agreement to participate in the implementation of a disarmament, demobilization and reintegration programme.

13. With regard to deployment, as at 31 December 2008, the uniformed personnel strength of UNAMID had reached approximately 58 per cent of authorized levels. While efforts to expeditiously deploy all UNAMID military and police personnel continue, significant operational and logistical challenges remain. The Operation's actual operational capacity is limited by logistical constraints, including an inadequate supply of critical contingent-owned equipment and the lack of enabling units. In addition, a wide range of contingent-owned equipment for units to be deployed still needs to be procured by a number of troop- and police-contributing countries. Simultaneously with achieving deployment objectives, UNAMID continues to exert efforts to increase its operational impact and effectiveness. The absence of critical operational capabilities in the Operation, such as attack and utility helicopters, aerial reconnaissance assets, communications equipment and armoured personnel carriers, continues to hinder the ability of UNAMID to adequately project force or conduct military and police operations. Furthermore, there is a need for personnel to be adequately trained and prepared prior to deployment. Capacity and self-sustainment systems for maintaining contingent-owned equipment in Darfur must also be put in place. This is a complex and time-consuming process, which is further complicated by the increased insecurity and political uncertainty in Darfur. The issue is being addressed continuously as a matter of highest priority. Consequently, the proposed budget for 2009/10 reflects the phased deployment of the Operation's remaining uniformed personnel for the period

leading up to February 2010, at which point full deployment is projected to be attained.

14. The Operation will continue its efforts to ensure continuous support to all military, police and civilian personnel in the areas of United Nations responsibility.

15. Funding was provided in 2007/08 and 2008/09 for the substantial investment required of UNAMID for start-up acquisitions and construction projects. Much of the capital investment funded in previous years will be delivered to the mission area or completed in the lead-up to, or during, the 2009/10 period to support the deployment of the Operation.

16. The long-term workplan of construction projects will come into effect during the budget period, including the planned construction of hard-wall accommodation for eligible military, police and civilian personnel and the refurbishment of team sites. The planned full deployment of the Operation's personnel during the budget period will call for maintenance and construction works for 40 camps and 83 community police centres in total in 2009/10. Out of the 31 former camps of the African Union Mission in the Sudan (AMIS), 15 will be expanded and 11 will be closed. In addition, 16 new military camps will be built, and 4 "super camps" are currently under construction.

17. The Operation's engineering plan includes a provision for the expansion and/or renovation of the apron spaces in airfields that are required by UNAMID, as well as the upkeep and maintenance of helipads. The need for additional accommodation for eligible troops, police and civilian staff is being monitored closely. It is envisioned that the Operation will provide living accommodation for up to 60 per cent of military observers, staff officers and liaison officers, and United Nations police and civilian personnel in 2009/10.

18. Scarcity of water in Darfur remains a particular concern for UNAMID. The provision of additional water resources, the improvement of wastewater collection and recycling, and the expansion of waste disposal sites are critical to ensure that the water supply is adequate to support the full deployment of the Operation's personnel during the budget period. In parallel with the development of additional water sources, UNAMID will focus on the implementation of water conservation and sustainment measures, including the construction of surface run-off retaining structures (such as earth dams and water ponds), rainwater harvesting and wastewater recycling projects, in particular in areas not covered during the previous year. The wastewater management programme aims at reducing extraction of groundwater to 60 per cent of the Operation's water requirements, with the remaining 40 per cent to be generated through the recycling of wastewater.

19. A further priority in the 2009/10 period will be to ensure the provision of uninterrupted voice and data links to all areas of the Operation's deployment, including deep-field detachments to remote team sites and community police centres. In addition, work will continue to ensure that the Operation's four "super camps" and two large, city-site camps are supported with the requisite infrastructure, including computers, central uninterrupted power supply (UPS), cabling and wiring, and fibre-optic technology. The construction of three major regional very small aperture terminal (VSAT) hubs will also be necessary to connect all respective team sites to the Operation's network and to international gateways, diverting traffic flow from the current centralized and congested communications

network. The Operation will also install UHF radio trunking systems for the provision of secure voice and radio communications in El Fasher, El Geneina and Zalingei.

20. Owing to the security situation and the poor state of the road and railway infrastructure, UNAMID will continue to rely heavily on air assets for the fulfilment of its substantive tasks and for the transportation of personnel and cargo into and around Darfur. The full deployment of required personnel in the three sectors will require additional flights to cover a range of official duty travel within the mission area, including regular troop rotation to sector headquarters and team sites.

21. The procurement process for a long-term rations services contract is near completion. The new contract, which is expected to be agreed for an initial period of two years, will provide for a much greater proportion of incoming rations to be delivered by road and sea, thus reducing the cost of transportation compared with the current arrangement of delivery and distribution of rations by air. The budgetary provision in respect of ration requirements for 2009/10 is based on the Operation's existing commercial contract and assumes that a greater proportion of rations will be delivered to the mission area and its final destination by sea and road. To this end, and to cope with the significantly greater volume of rations resulting from the overall increase in military and police personnel during the budget period, three main warehouses in El Fasher, Nyala and El Geneina will be complemented with seven new warehouses located at camps at Zalingei, Tine, Forabaranga, Shangil Tobay, El Daein, Kulbus and Um Dukan. The additional warehouses will reduce overall transportation costs and facilitate food security at those locations.

22. The 2009/10 budget is based on the assumption that UNAMID personnel will be fully deployed by February 2010. It also assumes that military contingents and police units will deploy with the appropriate equipment and will be able to sustain themselves in the harsh conditions under which they will carry out their assigned tasks and responsibilities.

23. The civilian staffing structure proposed for UNAMID for 2009/10 is largely unchanged from the approved structure for 2008/09. The General Assembly requested that the structure of the Operation be reviewed, including the allocation of posts and their grade levels. Circumstances in Darfur, however, have made it difficult to undertake a detailed review of the staffing structure. The declaration of security phase IV in Darfur in July 2008, owing to increasing violence against United Nations peacekeepers and the volatile security situation in Darfur, has required UNAMID to focus its efforts towards ensuring the security and safety of personnel and premises, at the cost of a comprehensive review of the staffing structure. UNAMID has, however, established a Staffing Review Committee, which is tasked with undertaking a comprehensive review of the Operation's staffing structure, the results of which, along with any proposed changes, will be included in the proposed budget for UNAMID for the 2010/11 period.

24. Notwithstanding the above, the proposed budget for 2009/10 reflects a number of proposals to address emerging operational requirements, including the redeployment of existing capacity to strengthen activities in the Operation's field sectors, as well as the need to identify staff to provide camp management services at team sites.

25. The resource requirements for the 2009/10 period reflect an increase of 19 per cent as compared with the 2008/09 period, which is attributable primarily to: (a) phased deployment of the Operation's authorized uniformed personnel by February 2010 and full deployment of the total proposed civilian personnel; (b) additional resources for salaries, including post adjustment, and common staff costs for international staff pursuant to General Assembly resolution 63/250 on human resources management, offset by the elimination of requirements for mission subsistence allowance; (c) increased requirements for construction services representing primarily the remaining costs for the construction of camps to support the full deployment of UNAMID as well as the repair and construction of major infrastructures in Darfur, including roads, bridges, parking aprons, airstrips and taxiways of the three airports in Darfur, and helipads; and (d) increased requirements for recurrent operational costs in the areas of air transportation, communications and information technology, medical services and special equipment to support the mandated operations of UNAMID and to sustain the higher deployment of its personnel. The increased requirements are partly offset by reduced non-recurrent costs, including the acquisition of equipment and freight and related costs, as the Operation moves progressively from the start-up to the maintenance phase.

C. Regional mission cooperation

26. The Joint Special Representative will continue to participate in periodic meetings with the heads of the United Nations Mission in the Central African Republic and Chad (MINURCAT), UNMIS, the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC), and the United Nations Integrated Office in Burundi (BINUB) to ensure complementary efforts where appropriate.

27. A number of UNAMID activities are closely coordinated with UNMIS. These include assessment of the national political situation as to the impact it has on Darfur, United Nations security management, public information activities on subjects of mutual interest or endeavour, boundary demarcation in parts of Southern Darfur in accordance with the Comprehensive Peace Agreement, conduct of the national general elections in 2009 and the Darfur referendum in 2010, support to the national disarmament, demobilization and reintegration programme, capacity-building and other activities involving police, judiciary and corrections institutions, as well as human rights, child protection and gender activities.

28. Furthermore, UNAMID and UNMIS will continue to work jointly on common support issues. In this regard, a memorandum of understanding setting out the modalities for the utilization of common services was signed by the two missions on 31 July 2008. The common services include space allocation and shared facilities, security, air fleet management and aircraft utilization, joint movement control operations, property management, transport services, medical services, communications and information technology services, support to electoral staff and supply services.

29. In addition, regional support cooperation initiatives include the establishment of a tier 2 Disaster Recovery and Business Continuity plan in Entebbe, Uganda, for BINUB, MONUC, UNMIS, UNAMID and MINURCAT to ensure the security of

data and the continuity of communications and information technology services of those missions in the event of a catastrophic situation and/or evacuation of mission staff.

D. Partnerships and country team coordination

30. An Integrated Mission Task Force for Darfur has been established to serve as the principal headquarters mechanism for the inter-agency coordination of the United Nations system for strategic guidance, planning support and information exchange for UNAMID. The Task Force meets on a biweekly basis and is composed of all relevant entities, including the Departments of Peacekeeping Operations, Field Support, Political Affairs and Safety and Security, and the Office of the United Nations High Commissioner for Human Rights, as well as the United Nations Development Group and members of the Executive Committee on Humanitarian Affairs. Representation of the Department of Peacekeeping Operations and the Department of Field Support in the Integrated Mission Task Force is coordinated through the Darfur Integrated Operational Team.

31. The Department of Peacekeeping Operations and the Department of Field Support coordinate regularly with AU through its Permanent Observer office in New York. Information regarding the deployment of UNAMID and the conduct of the political process is routinely shared through this channel. The AU Permanent Observer and the Departments of Peacekeeping Operations and Field Support also coordinate regularly in order to provide briefings to Governments that provide troops and police to UNAMID.

32. At the field level, there are two separate peacekeeping operations in the Sudan: UNMIS, which supports the implementation of the Sudan's North-South Comprehensive Peace Agreement, and UNAMID, which is mandated to support the Darfur Peace Agreement and all subsequent supplementary agreements. Each mission and its senior leadership have distinct geographical and substantive responsibilities. There is one Resident and Humanitarian Coordinator for the Sudan who also serves as the Deputy Special Representative of the Secretary-General in UNMIS.

33. The Resident and Humanitarian Coordinator is responsible for the planning and coordination of humanitarian, recovery and development operations. To this end, he or she maintains relations with the Government of the Sudan, other parties to the conflict, international organizations, non-governmental organizations (NGOs) and donors.

34. The Special Representative of the Secretary-General for the Sudan and Head of UNMIS and the Resident and Humanitarian Coordinator consult regularly on strategies and policies related to humanitarian, recovery and development issues. The Special Representative of the Secretary-General for the Sudan, the Resident and Humanitarian Coordinator and the members of the United Nations country team will endeavour to support and complement their respective mandates. The Joint Special Representative for UNAMID and the Resident and Humanitarian Coordinator will ensure information-sharing on Darfur-related matters with all partners in the Sudan.

35. A note of guidance elaborating on the relationship between the Joint Special Representative and the Resident and Humanitarian Coordinator is being finalized by

the Department of Peacekeeping Operations in collaboration with relevant agencies, funds and programmes. This guidance seeks to ensure that the United Nations response to the crisis in Darfur is undertaken in a coherent, collaborative and mutually supportive manner. Building on existing United Nations policies, and informed by the mandates of UNMIS and UNAMID, this note will clarify institutional relations and will be aimed at facilitating communication and coordination between UNAMID and the rest of the United Nations system in Darfur.

36. The Resident and Humanitarian Coordinator is assisted by a Deputy based in Darfur (El Fasher) with dual reporting line to the Resident and Humanitarian Coordinator and the Joint Special Representative. The Resident and Humanitarian Coordinator and the Deputy in Darfur will serve as the principal interface between UNAMID and the United Nations country team, and will liaise with the wider humanitarian community. The Deputy Resident and Humanitarian Coordinator for Darfur provides the Joint Special Representative and UNAMID senior leadership with: (a) integrated Darfur-wide input and advice on humanitarian issues and post-conflict recovery; (b) an improved capacity to raise and apply voluntary contributions through the Operation's trust fund, the Darfur Community Peace and Stability Fund, or other United Nations mechanisms in support of the Operation's mandated activities by its police, civil affairs and other components; and (c) an improved capacity to ensure that planning reflects humanitarian concerns in line with the integrated planning process with a view to recommending periodic adjustments in mandate and structure.

37. The coordination structure between UNAMID and the United Nations country team will include regular meetings, at both the state and national levels. This will be further facilitated by contact between UNAMID and inter-agency management groups, which are chaired at the Darfur level by the Deputy Resident and Humanitarian Coordinator in El Fasher, and at the state level by the Office for the Coordination of Humanitarian Affairs on behalf of the Resident and Humanitarian Coordinator. While the coordination of humanitarian operations by United Nations agencies, programmes and funds in Darfur continues to be the responsibility of the Resident and Humanitarian Coordinator in UNMIS, strong liaison with UNAMID is required in view of the Operation's mandate to facilitate the provision of humanitarian assistance and access to people in need.

E. Results-based-budgeting frameworks

Executive direction and management

38. Overall mission direction and management is provided by the Office of the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General. The Office comprises the Office of the Chief of Staff, inclusive of the Planning Unit, the Office of Legal Affairs and the Joint Mission Analysis Centre. The Office of the Deputy Joint Special Representative is also included under executive direction and management, since outputs related to its responsibilities are reflected in more than one framework component.

Table 1
Human resources: executive direction and management

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General											
Headquarters											
Approved posts 2008/09	1	—	2	3	2	—	—	**8**	5	—	**13**
Proposed posts 2009/10	1	—	2	3	2	—	—	**8**	5	—	**13**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	1	—	2	3	2	—	—	**8**	5	—	**13**
Proposed posts 2009/10	1	—	2	3	2	—	—	**8**	5	—	**13**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of the Chief of Staff (including Planning Unit)											
Headquarters											
Approved posts 2008/09	—	1	4	5	2	—	—	**12**	8	3	**23**
Proposed posts 2009/10	—	1	4	5	2	—	—	**12**	8	3	**23**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	3	—	3	3	—	—	**9**	15	—	**24**
Proposed posts 2009/10	—	3	—	3	3	—	—	**9**	15	—	**24**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	—	4	4	8	5	—	—	**21**	23	3	**47**
Proposed posts 2009/10	—	4	4	8	5	—	—	**21**	23	3	**47**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of Legal Affairs											
Headquarters											
Approved posts 2008/09	—	1	3	3	1	—	—	**8**	3	—	**11**
Proposed posts 2009/10	—	1	3	3	1	—	—	**8**	3	—	**11**
Net change	—	—	—	—	—	—	—	—	—	—	—

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Field											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	—	1	3	3	1	—	—	**8**	3	—	**11**
Proposed posts 2009/10	—	1	3	3	1	—	—	**8**	3	—	**11**
Net change	—	—	—	—	—	—	—	—	—	—	—
Joint Mission Analysis Centre											
Headquarters											
Approved posts 2008/09	—	—	3	5	—	—	—	**8**	3	—	**11**
Proposed posts 2009/10	—	—	3	5	—	—	—	**8**	3	—	**11**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	—	—	3	5	—	—	—	**8**	3	—	**11**
Proposed posts 2009/10	—	—	3	5	—	—	—	**8**	3	—	**11**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of the Deputy Joint Special Representative											
Headquarters											
Approved posts 2008/09	1	—	3	2	3	—	—	**9**	3	—	**12**
Proposed posts 2009/10	1	—	3	2	3	—	—	**9**	3	—	**12**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	1	—	3	2	3	—	—	**9**	3	—	**12**
Proposed posts 2009/10	1	—	3	2	3	—	—	**9**	3	—	**12**
Net change	—	—	—	—	—	—	—	—	—	—	—

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Total											
Approved posts 2008/09	2	5	15	21	11	—	—	**54**	37	3	**94**
Proposed posts 2009/10	2	5	15	21	11	—	—	**54**	37	3	**94**
Net change	—	—	—	—	—	—	—	—	—	—	—

[a] Includes National Officers and national General Service staff.

Component 1: peace process

39. The Operation's framework under the peace process component encompasses its activities in support of the implementation of the Darfur Peace Agreement and subsequent agreements. The component incorporates the activities of the Operation's Political Affairs Division, Civil Affairs Section, Khartoum Liaison Office, Communications and Public Information Division, Joint Mediation Support Team and Joint Support and Coordination Mechanism, as well as its Gender Advisory Unit, which work in partnership with the parties (the Government of the Sudan and the movements), civil society groups, community leaders, international and regional stakeholders, UNMIS and the United Nations country team.

40. The ongoing violence between the parties in Darfur continues to make the cessation of hostilities a paramount priority. In that respect, the United Nations and the Joint Chief Mediator for Darfur have intensified their consultations with the relevant actors. With the current prospect that mediation efforts of the Joint Chief Mediator towards the conclusion of a peace agreement will continue into the 2009/10 period, the Operation will continue to focus on supporting the Joint Mediation Support Team.

41. Within this component, the Operation will continue to pursue an approach that is consistent with the national provisions of the Comprehensive Peace Agreement signed by the Government of the Sudan and the Sudan People's Liberation Movement/Army, and that is aimed at achieving a comprehensive and sustainable peace in the Sudan. The Operation will support an inclusive reconciliation process at the grass-roots level through the provision of support to the Darfur-Darfur Dialogue and Consultation. Activities to ensure inclusiveness and to address the root causes of the conflict remain fundamental to the work of the Joint Chief Mediator and will intensify as the negotiations proceed.

42. UNAMID will also continue to support the functioning of the institutions established under the Darfur Peace Agreement, including the Transitional Darfur Regional Authority, and will assist in the capacity-building of civil society organizations in Darfur.

Expected accomplishments	*Indicators of achievement*
1.1 Implementation of the power-sharing, wealth-sharing and national reconciliation aspects of the Darfur Peace Agreement and subsequent complementary agreements and bringing about a political solution to the conflict in Darfur	1.1.1 The Darfur Peace Agreement and subsequent agreements are ratified by the National Legislature of the Sudan and incorporated into the interim national constitution
	1.1.2 Senior Assistant to the President exercises primary responsibility for assisting the President on all matters pertaining to Darfur
	1.1.3 Electoral act on the referendum on the permanent status of Darfur is promulgated by the National Legislature of the Sudan
	1.1.4 Appointment of the Adviser to the President from among Darfurians
	1.1.5 The budgets for 2010/11 of the Transitional Darfur Regional Authority and its subsidiary bodies are approved
	1.1.6 Completion of the ad hoc technical team tasks on the demarcation of the northern boundaries of Darfur along the positions as at 1 January 1956

Outputs

- Regular consultations with the parties to the conflict (the Government of the Sudan, signatory and non-signatory movements) and all other stakeholders to advise on the mediation efforts to bring the parties back to the negotiating table with a view to reaching a comprehensive, sustainable and all-inclusive peace agreement
- Advice to the Transitional Darfur Regional Authority through monthly meetings on the establishment of a legal framework and the development of a concept of operations as well as a plan for the conduct of local elections in Darfur and of the referendum on the permanent status of Darfur; the development and implementation of civic education strategies and programmes, including the promotion of electoral and civic rights in Darfur, and, in coordination with UNMIS, the voter registration and voting processes
- Convening of periodic high-level consultations with the parties to the conflict to facilitate the implementation of the Darfur Peace Agreement and subsequent agreements on critical issues, such as the disarmament of the Janjaweed and other combatants, the protection of civilians and humanitarian access, the establishment and consolidation of the institutions envisaged in the agreements, the conduct of local elections and the referendum on the permanent status of Darfur, and the participation of Darfurians in national elections
- Monthly advice to the Government of the Sudan and the Transitional Darfur Regional Authority on strategic planning and advocacy on implementation issues, public administration, gender issues, decisions taken by the Regional Authority, and clarification of the relationship between the Regional Authority and the state governments

- Monthly consultations with the parties, the Transitional Darfur Regional Authority and the national and local legislatures on the implementation of the Darfur Peace Agreement as well as with coordination mechanisms, such as the Darfur Assessment and Evaluation Commission, and their working groups
- Chairing of monthly and emergency meetings of the Joint Commission, including the provision of advice on strategic planning and advocacy on implementation issues
- Advice to the Darfur Security Arrangements Implementation Commission through meetings on strategic planning, advocacy and the involvement of women in its work, and on implementation issues
- Good offices for the engagement of international and regional partners in supporting the implementation of the Darfur Peace Agreement and subsequent agreements, including briefings to the international community and regional bodies, on implementation priorities and challenges
- Advice and logistical support, including transportation and organization of venue, to the Chairperson of the Darfur-Darfur Dialogue and Consultation for the convening of preparatory meetings of the Dialogue and Consultation with the Peace and Reconciliation Council as well as the Dialogue and Consultation itself
- Organization of 30 workshops to strengthen the role of civil society organizations, women's organizations, internally displaced persons, community leaders and youth for an inclusive participation in the democratic political process, elections, and dialogue and reconciliation
- Advice and logistical assistance to the Technical Border Committee on technical planning for border demarcation and on best practices for conflict prevention in the context of the border demarcation exercise
- 6 joint reports of the Secretary-General to the Security Council and of the Chairperson of the African Union Commission to the African Union Peace and Security Council
- Implementation of 154 quick-impact projects in support of the rehabilitation efforts of communities
- Public information campaign in support of: the Darfur Peace Agreement; security and community policing; disarmament, demobilization and reintegration; and human rights and humanitarian issues; including: weekly one-hour radio programmes, 72 cultural outreach gatherings, 24,000 posters and 100,000 leaflets, monthly newsletter, quarterly magazine, six 30-second television public service announcements, daily television news releases, 2 television/video documentaries on the role of UNAMID, regular press briefings and updates on the UNAMID website and 160,000 items of print materials
- 5 workshops for Sudanese journalists on fair and balanced reporting
- Advice to the national and international stakeholder committees through monthly meetings on the implementation of all aspects of the peace agreement(s) as they relate to women

External factors

Readiness of the parties to the Darfur conflict to participate in the peace process. International and regional actors will support the implementation of the Darfur Peace Agreement and subsequent agreements and provide the political and financial assistance for the implementation processes. Continued willingness of the parties to the Agreement to cooperate with UNAMID

Table 2
Human resources: component 1, peace process

Civilian staff	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Political Affairs Division											
Headquarters											
Approved posts 2008/09	—	1	7	4	1	—	—	**13**	16	—	**29**
Proposed posts 2009/10	—	1	7	4	1	—	—	**13**	16	—	**29**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2008/09	—	1	3	4	1	—	—	**9**	4	—	**13**
Proposed temporary positions[b] 2009/10	—	1	3	4	1	—	—	**9**	4	—	**13**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	3	5	—	—	—	**8**	—	—	**8**
Proposed posts 2009/10	—	—	3	5	—	—	—	**8**	—	—	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	—	2	13	13	2	—	—	**30**	20	—	**50**
Proposed 2009/10	—	2	13	13	2	—	—	**30**	20	—	**50**
Net change	—	—	—	—	—	—	—	—	—	—	—
Communication and Public Information Division											
Headquarters											
Approved posts 2008/09	—	1	7	10	10	—	—	**28**	37	5	**70**
Proposed posts 2009/10	—	1	7	10	10	—	—	**28**	37	5	**70**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	2	3	5	—	—	**10**	27	5	**42**
Proposed posts 2009/10	—	—	2	3	5	—	—	**10**	27	5	**42**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	—	1	9	13	15	—	—	**38**	64	10	**112**
Proposed 2009/10	—	1	9	13	15	—	—	**38**	64	10	**112**
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff[a]*	*United Nations Volunteers*	***Total***
Civil Affairs Section											
Headquarters											
Approved posts 2008/09	—	1	5	12	2	—	—	**20**	12	2	**34**
Proposed posts 2009/10	—	1	5	12	2	—	—	**20**	12	2	**34**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	4	27	—	—	—	**31**	66	8	**105**
Proposed posts 2009/10	—	—	4	27	—	—	—	**31**	66	8	**105**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	—	1	9	39	2	—	—	**51**	78	10	**139**
Proposed 2009/10	—	1	9	39	2	—	—	**51**	78	10	**139**
Net change	—	—	—	—	—	—	—	—	—	—	—
Khartoum Liaison Office											
Headquarters											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	1	8	8	3	—	—	**20**	8	—	**28**
Proposed posts 2009/10	—	1	8	8	3	—	—	**20**	8	—	**28**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	—	1	8	8	3	—	—	**20**	8	—	**28**
Proposed 2009/10	—	1	8	8	3	—	—	**20**	8	—	**28**
Net change	—	—	—	—	—	—	—	—	—	—	—
Joint Mediation Support Team											
Headquarters											
Approved posts 2008/09	—	—	—	—	3	—	—	**3**	—	—	**3**
Proposed posts 2009/10	—	—	—	—	1	—	—	**1**	—	—	**1**
Net change	—	—	—	—	**(2)**	—	—	**(2)**	—	—	**(2)**

Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	**Subtotal**	National staff[a]	United Nations Volunteers	**Total**
Approved temporary positions[b] 2008/09	1	—	3	4	—	—	—	**8**	—	—	**8**
Proposed temporary positions[b] 2009/10	1	—	2	2	—	—	—	**5**	—	—	**5**
Net change	—	—	**(1)**	**(2)**	—	—	—	**(3)**	—	—	**(3)**
Field											
Approved posts 2008/09	—	—	3	5	4	—	—	**12**	—	—	**12**
Proposed posts 2009/10	—	—	—	1	2	—	—	**3**	—	—	**3**
Net change	—	—	**(3)**	**(4)**	**(2)**	—	—	**(9)**	—	—	**(9)**
Approved temporary positions[b] 2008/09	1	3	4	2	—	—	—	**10**	—	—	**10**
Proposed temporary positions[b] 2009/10	1	3	1	1	—	—	—	**6**	—	—	**6**
Net change	—	—	**(3)**	**(1)**	—	—	—	**(4)**	—	—	**(4)**
Subtotal											
Approved 2008/09	2	3	10	11	7	—	—	**33**	—	—	**33**
Proposed 2009/10	2	3	3	4	3	—	—	**15**	—	—	**15**
Net change	—	—	**(7)**	**(7)**	**(4)**	—	—	**(18)**	—	—	**(18)**
Joint Support and Coordination Mechanism											
Headquarters											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	2	8	7	3	—	—	**20**	2	—	**22**
Proposed posts 2009/10	—	2	8	7	3	—	—	**20**	2	—	**22**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	—	2	8	7	3	—	—	**20**	2	—	**22**
Proposed 2009/10	—	2	8	7	3	—	—	**20**	2	—	**22**
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
Total											
Approved 2008/09	2	10	57	91	32	—	—	**192**	172	20	**384**
Proposed 2009/10	2	10	50	84	28	—	—	**174**	172	20	**366**
Net change	—	—	**(7)**	**(7)**	**(4)**	—	—	**(18)**	—	—	**(18)**

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance.

Political Affairs Division

Mission headquarters

International staff: extension of 9 temporary positions (1 D-1, 1 P-5, 2 P-4, 4 P-3 and 1 Field Service)

National staff: extension of 4 temporary positions (national General Service)

43. Considering the ongoing need for the Operation to support the reconciliation process at the grass-roots level, it is proposed to extend until 30 June 2010 the Support Cell to the Darfur-Darfur Dialogue and Consultation, which comprises 13 temporary positions, a Principal Political Affairs Officer (D-1), 7 Political Affairs Officers (1 P-5, 2 P-4 and 4 P-3), 2 Administrative Assistants (Field Service and national General Service staff), an Office Assistant (national General Service staff) and 2 Drivers (national General Service staff), to be funded under general temporary assistance.

Communications and Public Information Division

Mission headquarters

National staff: reclassification of 5 national General Service staff posts to National Professional Officer posts

44. Communications and public information functions include supporting advocacy, behavioural change and positive influences on the views and perceptions of the various constituencies and stakeholders of the Operation. Therefore, the Division needs to have a strong cadre of national staff with skills that go beyond technical or linguistic abilities to include knowledge of the history and culture of the communities in which UNAMID operates. This intricate understanding of and empathy with the human environment of a peacekeeping operation is crucial for a successful public information function in the field. Not only is it essential to have a solid group of national staff, but it is also important that some of its members are entrusted with responsibilities and authority commensurate with the skills, competence and commitment expected from them. To this effect, the responsibilities of some public information posts and the requisite skills and experience warrant reclassification to the National Professional Officer level. These officers will be in a position to actively participate in the management of the work of their respective teams, provide coaching to and share experience with their junior colleagues and serve as role models, demonstrating that career development is available in

UNAMID. Staff with those skills and experience will also eventually constitute the capacity-building legacy of UNAMID to Darfur and the Sudan. It is therefore proposed to reclassify three existing Public Information Assistant posts (national General Service staff) to Public Information Officer posts (National Professional Officer), and two Radio Assistant posts (national General Service staff) to Radio Producer posts (National Professional Officer) at the mission headquarters.

Joint Mediation Support Team

International staff: decrease of 11 posts (reclassification of 1 post from P-5 to P-3 and abolishment of 11 posts (2 P-4, 5 P-3 and 4 Field Service); decrease of 7 temporary positions (discontinuation of 7 temporary positions (3 P-5, 1 P-4, 3 P-3)), extension of 11 temporary positions, including reclassification of one temporary position from D-2 to D-1 (1 USG, 1 ASG, 3 D-1, 3 P-4 and 3 P-3))

45. Further to the appointment of the Joint Chief Mediator, who will now be based in Darfur, a review of the staffing complement and structure of the Joint Mediation Support Team was undertaken. The proposed structure reflects resources required for the Joint Chief Mediator to carry out his programme of work. The Joint Chief Mediator, based primarily in El Fasher, will head the Joint Mediation Support Team. It is proposed that the structure of the immediate office of the Joint Chief Mediator, with representation in both Khartoum and El Fasher, include a Senior Adviser/ Deputy Joint Chief Mediator (ASG level) (Khartoum), a Chief of Staff (D-1), a Special Political Adviser to the Joint Chief Mediator (D-1) (Khartoum), a Political Affairs Officer (P-3) (El Fasher), a Special Assistant to the Joint Chief Mediator (P-3) (El Fasher) and a Special Assistant to the Senior Adviser (P-3) (Khartoum).

46. The staffing complement of the Office of Political Affairs within the Joint Mediation Support Team is proposed to be adjusted to take into consideration the presence of the Joint Chief Mediator in the mission area on a full-time basis. Accordingly, the Office of Political Affairs, which reports directly to the Special Adviser to the Joint Chief Mediator, is proposed to be downsized as follows: the position of Head of the Political Affairs Office, based in Khartoum, is proposed to be downgraded from D-2 to D-1, and the incumbent would be assisted by two Political Affairs Officers (P-4), one based in Khartoum and one in El Fasher. In the public information area, the Joint Mediation Support Team would be supported by UNAMID as needed. One Public information Officer position (P-4) in El Fasher is proposed to be extended to ensure adequate coordination of public information efforts with respect to mediation activities undertaken by the Joint Mediation Support Team.

47. With the ongoing peace talks expected to continue into the 2009/10 period, the above-mentioned 11 positions — including the position of the Joint Chief Mediator — are proposed to be extended under general temporary assistance until 30 June 2010. The following 7 temporary positions would be discontinued: 1 Senior Legal Officer (P-5), 1 Senior Public Information Officer (P-5), 1 Senior Political Affairs Officer (P-5), 3 Political Affairs Officers (1 P-4 and 2 P-3) and 1 Public Information Officer (P-3).

48. It is proposed that the support structure of the Joint Mediation Support Team be revised. As the Team will seek to recruit individuals with the necessary language skills, the translation and interpretation function within the Team would not be required. It is therefore proposed to abolish three Translator posts (1 P-4 and 2 P-3)

and four Interpreter posts (1 P-4 and 3 P-3). Furthermore, in line with the streamlined staffing complement for the Team, the administrative function would be downsized to include only one Administrative Officer (P-3) based in Khartoum, one Personal Assistant to the Head of Political Affairs Office (Field Service) based in Khartoum, and two Administrative Assistants (Field Service), one in El Fasher and one in Khartoum, to support the Joint Chief Mediator and the Chief of Staff, respectively. The Administrative Officer would be the focal point for all administrative and logistical matters of the Joint Mediation Support Team and would be responsible for effective liaison with UNAMID to ensure that all requests by the Team are conveyed to appropriate personnel in a timely and effective manner to allow for expeditious execution of those actions by UNAMID. The Administrative Assistant and Personal Assistant posts are required to support the Chief of Staff, the Joint Chief Mediator and the Head of the Political Affairs Office, respectively. In view of the above, it is proposed to reclassify the Senior Administrative Officer post (P-5) to an Administrative Officer post (P-3) and to abolish four Administrative Assistant posts (Field Service).

Component 2: security

49. The framework for the security component reflects the Operation's tasks related to re-establishing confidence, deterring violence, including gender-based violence, protecting civilians at risk and assisting in monitoring and verifying the implementation of the redeployment and disengagement provisions of the Darfur Peace Agreement and any subsequent agreements. It also reflects support to national and local institutions in the implementation of the disarmament, demobilization and reintegration programme called for in the Darfur Peace Agreement. The component also contributes to the restoration of the security conditions necessary for the safe provision of humanitarian assistance and for the facilitation of full humanitarian access throughout Darfur, and to the monitoring and verification of compliance with the various ceasefire agreements signed since 2004. It incorporates the activities of the Operation's military and police elements and of the Disarmament, Demobilization and Reintegration Section, activities related to the detection and clearance of mines, and activities of the Child Protection Unit and the Political Affairs Division, which work in close coordination with the parties to the Darfur Peace Agreement, donors, the Government of the Sudan police and the movements' police liaison officers.

50. Considering the current prevailing security situation, the 2008/09 priorities in respect of the security mandate will be carried over to and accorded with the 2009/10 period to ensure a secure and stable environment throughout the mission area that is conducive to the safe conduct of operations of UNAMID and to provide security services to the United Nations country team and other national and international actors in Darfur, as requested. This includes monitoring and reporting on the security situation along Darfur's borders with Chad and the Central African Republic, as well as verifying and promoting the disarmament of the Janjaweed and other armed groups. The component also supports the efforts of the parties to the Darfur Peace Agreement and subsequent complementary agreements to reform selected security institutions so as to improve their capacity, effectiveness and professionalism, through, inter alia, capacity-building, joint patrolling and mentoring.

51. With the projected full deployment of authorized uniformed personnel during 2009/10, the Operation's patrolling activities throughout the mission area will be increased from previous years.

Expected accomplishments	*Indicators of achievement*
2.1 Stable and secure environment in Darfur	2.1.1 Zero serious violations of the Darfur Peace Agreement and subsequent complementary agreements (2007/08: 30, 2008/09: 0, 2009/10: 0)
	2.1.2 Higher percentage of refugees and internally displaced persons who return voluntarily and in safety to their place of origin as per agreements with the United Nations system (2007/08: 0, 2008/09: 10 per cent of 250,000, 2009/10: 50 per cent of 1,250,000)
	2.1.3 Minimal civilian casualties resulting from unexploded ordnance accidents (2007/2008: 30; 2008/09: 15; 2009/10: 30)
	2.1.4 Humanitarian access to all conflict-affected populations in Darfur (2007/08: 75 per cent; 2008/09: 100 per cent of 2,500,000; 2009/10: 100 per cent of 2,500,000)

Outputs

- Chairing of weekly meetings of the Ceasefire Commission to discuss issues related to violations of the Darfur Peace Agreement and subsequent agreements, the redeployment of forces and security arrangements and the disarmament of former combatants, with priority given to women, children and the disabled; resolve disputes between the parties; and identify matters to be reported to the Joint Commission
- Chairing of weekly meetings of the sub-Ceasefire Commission in the three sectors to discuss issues related to violations of the Darfur Peace Agreement and subsequent agreements, the redeployment of forces and security arrangements and the disarmament of former combatants; resolving disputes between the parties; and identifying matters to be reported to the Commission
- Secretarial and logistical support to the Ceasefire Commission in the conduct of verification, investigation, mediation and negotiation activities in collaboration with the parties to the conflict as a further confidence-building measure to keep the peace process on course
- Provision of security services throughout the mission area, as required, to the United Nations country team, international and national non-governmental and humanitarian organizations, as well as to organizations associated with reconstruction and development processes, including protection, security briefings and evacuation support
- Coordination of non-military logistical support to ex-combatants
- 219,000 troop-days provided by 4 company-size force/sector reserves ready to intervene throughout the mission area (150 troops per company for 4 companies for 365 days)
- 26,280 troop-days provided by headquarters company to provide the static security to Operation headquarters and escort to senior management and VIP visitors (36 troops per team for 2 teams for 365 days)

- 58,400 military observer mobile patrol days to monitor, verify and report ceasefire violations, the activities and location of forces engaged in Darfur and their compliance with the commitments agreed to in the comprehensive ceasefire and security arrangements, and assist in building confidence as part of the sub-Ceasefire Commission (2 military observers per patrol for 2 patrols for each of 40 team sites for 365 days)

- 1,051,200 troop mobile and foot patrol days to monitor and verify the position, strength and movement of all forces engaged in the Darfur conflict to ensure the security of observers and to secure fixed/mobile checkpoints (72 troops per patrol for 1 patrol each of 40 team sites for 365 days)

- 1,051,200 troop mobile and foot patrol days to identify nomadic migration routes and ensure the safety of migration along such routes, to establish and patrol demilitarized zones along humanitarian supply routes, and to establish and patrol areas of separation and buffer zones between forces in areas of intense conflict (72 troops per patrol for 1 patrol each of 40 team sites for 365 days)

- 1,051,200 troop mobile and foot patrol days to monitor movements and verify violations on the part of foreign combatants in Darfur and report to the Ceasefire Commission and the Tripoli mechanism (72 troops per patrol for 1 patrol each of 40 team sites for 365 days)

- 525,600 troop-days to secure fixed/mobile checkpoints and roadblocks along main supply routes (36 troops per team site for 40 team sites for 365 days)

- 29,200 troop-days temporary operating bases to secure areas for specific operational activity (logistics/distribution points and centres, weapons collection and storage points) (20 troops per centre for 4 centres for 365 days)

- 481,800 troop-days for force protection and security, team site protection and field headquarters protection days (30 troops each, for 40 team sites and 4 centres, for 365 days)

- 1,670 air utility support hours to provide medium lift capability and to provide casualty and medical evacuation functions and day/night observation capability (3 helicopters, 45 hours/helicopter/month for 12 months, and 1 fixed-wing aircraft for 50 hours)

- 600 air reconnaissance hours to conduct long-range reconnaissance and surveillance patrols throughout the Darfur region to facilitate greater situational awareness and to gain information on possible cross-border movements along the borders of the Sudan with Chad and the Central African Republic (2 reconnaissance aircraft, 25 hours/aircraft/month for 12 months)

- 2,160 helicopter hours for air tactical support hours to provide highly mobile rapid protection in high-risk areas or where ground accessibility is limited and to support other civilian and military transport helicopters and ground convoys and for patrolling, reconnaissance and investigations regarding compliance by the parties with the Darfur Peace Agreement (3 tactical helicopters, 60 hours/helicopter/month for 12 months)

- 2,160 flight hours for air fire support to reinforce ground units and/or to protect United Nations personnel, installations and civilians under imminent threat (3 attack helicopters, 60 hours/helicopter/month for 12 months)

- 39,420 troop-days of convoy protection for mission/military operational and logistics transport convoys and in support of humanitarian convoys as requested and according to established guidelines (36 troops per convoy for 3 convoys for 365 days)

- 30,660 troop-days for close liaison with the national and local authorities, other parties, tribal leaders and local communities to resolve issues of conflict (84 liaison officers for 365 days)

- 105,120 formed police days to provide reserve support to UNAMID police operating throughout Darfur (96 personnel per formed police unit for 3 units for average of 365 days)
- 373,760 formed police operational days to patrol the perimeters of camps for internally displaced persons and buffer zones (32 personnel per platoon, for 2 platoons per formed police unit, for 16 units for average of 365 days)
- 128,000 formed police operational days for joint patrolling and mentoring with Government of the Sudan police and movements' police liaison officers (32 personnel per formed police unit, for 16 units for 250 days)
- 817,965 police operational days in camps for internally displaced persons (9 UNAMID police personnel per shift, for 3 shifts per community policing centre for 83 community policing centres for 365 days)
- Selection and training of 1,080 community policing volunteers to perform community policing roles in camps for internally displaced persons, including standardized policies and guidance for the recruitment, selection and vetting of community policing candidates (45 volunteers per course for 8 courses in community policing and human rights in each of the 3 sectors)
- 4 training exercises with Government of the Sudan local police to build its public order capabilities
- 181,770 joint patrol person-days, including training and capacity-building with Government of the Sudan local police, movements' police liaison officers and community police (2 United Nations police per patrol, 3 patrols per day at 83 community policing centres for 365 days)
- Advice to the Transitional Darfur Regional Authority, local police and community police on the development and implementation of security plans for 83 community policing centres for internally displaced persons in Darfur, taking into account the incidence of gender-based violence
- Development and dissemination of accurate and up-to-date mine and unexploded ordnance threat maps to allow United Nations agencies and international NGOs to operate safely within the Darfur region
- Delivery of mine-risk education and training to 60,000 civilians residing in communities affected by explosive remnants of war, in coordination with existing programmes of the United Nations Children's Fund (UNICEF) and the United Nations Mine Action Office
- Training of 400 teachers Darfur-wide in a "train-the-trainer" programme in order to have community-based mine-risk education focal points, in conjunction with existing programmes of UNICEF and the United Nations Mine Action Office

Expected accomplishments	*Indicators of achievement*
2.2 Disarmament, demobilization and reintegration of ex-combatants in Darfur	2.2.1 Adoption of a disarmament, demobilization and reintegration plan for Darfur by designated Sudanese authorities
	2.2.2 An agreement reached by all the signatories of the Darfur Peace Agreement and subsequent peace agreements on the total number of eligible combatants qualified for a disarmament, demobilization and reintegration programme targeting Darfurian armed groups

2.2.3 Increase in the total number of armed adult ex-combatants in Darfur, disarmed and demobilized (2007/08: 0; 2008/09: 3,400; 2009/10: 4,700)

Outputs

- Advice and logistical assistance to the Darfur Security Arrangements Implementation Commission and relevant authorities designated by subsequent peace agreements on the disarmament, demobilization and reintegration of ex-combatants, in cooperation with the United Nations country team, with priority given to women, children and the disabled
- Monitoring and reporting on the presence of arms or any related material present in Darfur in violation of the Darfur Peace Agreement and subsequent agreements and of the measures imposed by paragraphs 7 and 8 of Security Council resolution 1556 (2004)
- 32,850 troop-days for a joint assessment, with representatives of the Darfur Security Arrangements Implementation Commission and subsidiary bodies and the forces engaged in the conflict in Darfur, of potential disarmament and demobilization sites with regard to feasibility and security (90 troops for 365 days, being 30 troops per sector, across 3 sectors)
- Chairing the Logistics Coordination Committee for the supervision and coordination of logistics support to the movement forces and reporting to the Ceasefire Commission
- 164,250 troop-days for monitoring the assembly of combatants, securing disarmament and demobilization sites, supporting disarmament of the movements and weapons storage, and destruction of weapons and ammunition (450 troops for 365 days, being 30 troops per location, across 5 locations for each of 3 sectors)
- 13,140 troop-days for assistance in and verification of the disarmament of all armed militia, and monitoring and verification of the redeployment of long-range weapons (36 troops for 365 days)
- 10,950 troop-days for non-military logistics support to the movements, including the provision of escorts for supply convoys moving from depots to distribution points and centres, in accordance with the recommendations of the Ceasefire Commission and coordinated in the Logistics Coordination Committee (30 troops for 365 days)
- Advice to state offices of the Darfur Security Arrangements Implementation Commission and relevant authorities designated by subsequent peace agreements and subsidiary bodies on the distribution of reinsertion kits and transitional safety allowances, in addition to the implementation of short-term reinsertion programmes, such as vocational training, education and literacy courses, and employment referral, for up to 4,700 ex-combatants
- Advice to the relevant national and/or Darfurian institution(s) to implement civilian and community arms control initiatives
- Guidance and logistical support to the Darfur Security Arrangements Implementation Commission and relevant authorities designated by subsequent peace agreements, in cooperation with UNICEF, in the identification, verification, release, family tracing and reunification, as well as reinsertion of children
- Collection and registration of weapons and ammunition voluntarily surrendered by armed individuals, assistance to the relevant Darfurian authorities and/or relevant communities in the development of a reorientation programme for those individuals

- Conduct of 3 workshops on capacity-building for 100 members of selected civil society organizations to train them as "implementing partners" for the reintegration of targeted beneficiaries in such areas as vocational training and literacy
- Training of Government of the Sudan national monitors on child protection issues relating in particular to children associated with armed forces and armed groups in Darfur to build capacity for the conduct of investigations of ceasefire violations relating to children in armed conflict
- Advice to the National Disarmament, Demobilization and Reintegration Commission on the demobilization and reintegration of children associated with armed conflict, in cooperation with UNMIS and UNICEF

Expected accomplishments	*Indicators of achievement*
2.3 Reform of selected security institutions in accordance with the final security arrangements of the Darfur Peace Agreement and any complementary agreements	2.3.1 Integration of former combatants, including women, into the Sudanese Armed Forces (2007/08: 0; 2008/09: 1,000, 5 per cent of whom are women; 2009/10: 1,500, 10 per cent of whom are women) and the police and other Government of the Sudan security institutions (2007/08: 0; 2008/09: 500, including 25 women; 2009/10: 500, including 25 women)
	2.3.2 The Government of the Sudan adopts legislation or a plan for the reform of selected security institutions that incorporates the principles of commensurate size, fair representation of all groups, impartial and professional administration, civil oversight and legal accountability, and public service to all communities

Outputs

- Advice to the Darfur Security Arrangements Implementation Commission on developing and coordinating strategies for the implementation of reform measures for the security forces and on the establishment of integrated military units
- Advice to the Transitional Darfur Regional Authority and the Government of the Sudan on the implementation of reform measures for security institutions proposed by the Darfur Security Arrangements Implementation Commission
- Advice to the Security Advisory Team to support the integration of former combatants and the restructuring of selected security institutions
- Advice to the Technical Integration Committee to develop the integration of former combatants plan
- Advice to the Government of the Sudan police authorities, through monthly meetings, on the processes for the reintegration and vetting of former combatants into the Sudanese National Police Force, and training of 500 former combatants and their integration into the national police force of the Sudan
- Advice to Darfur regional and transitional security institutions on gender and security sector reform measures

External factors

Troop-contributing countries will provide the necessary military capabilities approved by the Security Council and the African Union Peace and Security Council; regional Governments will cooperate in maintaining the integrity of the borders of the Sudan; and the parties to the Darfur Peace Agreement and subsequent complementary agreements will continue to cooperate with UNAMID in the implementation of its military concept of operations. Police-contributing countries will provide police officers and formed police units who are trained and equipped to United Nations standards, and the parties to the Darfur Peace Agreement and subsequent complementary agreements will cooperate with the implementation of the police tasks. Donors will provide equipment, as required, for the formed police units

Table 3
Human resources: component 2, security

Category												***Total***
I. Military observers												
Approved 2008/09												**240**
Proposed 2009/10												**240**
Net change												—
II. Military contingents												
Approved 2008/09												**19 315**
Proposed 2009/10												**19 315**
Net change												—
III. United Nations police												
Approved 2008/09												**3 772**
Proposed 2009/10												**3 772**
Net change												—
IV. Formed police units												
Approved 2008/09												**2 660**
Proposed 2009/10												**2 660**
Net change												—
					International staff							
V. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Force Commander											
Headquarters											
Approved posts 2008/09	1	1	—	—	2	—	—	**4**	4	—	**8**
Proposed posts 2009/10	1	1	—	—	2	—	—	**4**	4	—	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—

Field											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	1	1	—	—	2	—	—	**4**	4	—	**8**
Proposed posts 2009/10	1	1	—	—	2	—	—	**4**	4	—	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—
Civilian Police Division											
Headquarters											
Approved posts 2008/09	—	3	7	1	2	—	—	**13**	47	—	**60**
Proposed posts 2009/10	—	3	7	1	2	—	—	**13**	47	—	**60**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	6	3	—	—	—	**9**	1 068	—	**1 077**
Proposed posts 2009/10	—	—	6	3	—	—	—	**9**	1 018	—	**1 027**
Net change	—	—	—	—	—	—	—	—	**(50)**	—	**(50)**
Subtotal											
Approved posts 2008/09	—	3	13	4	2	—	—	**22**	1 115	—	**1 137**
Proposed posts 2009/10	—	3	13	4	2	—	—	**22**	1 065	—	**1 087**
Net change	—	—	—	—	—	—	—	—	**(50)**	—	**(50)**
Disarmament, Demobilization and Reintegration Section											
Headquarters											
Approved posts 2008/09	—	—	2	6	1	—	—	**9**	5	4	**18**
Proposed posts 2009/10	—	—	2	6	1	—	—	**9**	5	4	**18**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	—	11	—	—	—	**11**	12	8	**31**
Proposed posts 2009/10	—	—	—	11	—	—	—	**11**	12	8	**31**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	—	—	2	17	1	—	—	**20**	17	12	**49**
Proposed posts 2009/10	—	—	2	17	1	—	—	**20**	17	12	**49**
Net change	—	—	—	—	—	—	—	—	—	—	—

Subtotal, civilian staff											
Approved posts 2008/09	1	4	15	21	5	—	—	46	1 136	12	1 194
Proposed posts 2009/10	1	4	15	21	5	—	—	46	1 086	12	1 144
Net change	—	—	—	—	—	—	—	—	(50)	—	(50)
Total (I-V)											
Approved 2008/09											27 181
Proposed 2009/10											27 131
Net change											(50)

[a] Includes National Officers and national General Service staff.

Civilian Police Division

Field offices

National staff: decrease of 50 posts (abolishment of 50 national General Service staff posts)

52. It is proposed that 50 Language Assistant posts (national General Service staff) from the Community Policing Centre be abolished as a result of revised requirements for support to the United Nations police owing to the expected deployment of more Arabic-speaking police officers than originally envisaged. UNAMID will be operating 83 community policing centres servicing 108 camps for internally displaced persons at full strength in the 2009/10 period. The Operation's police personnel and Language Assistant posts will be distributed among the centres on the basis of the size of the camps for the internally displaced. As the Operation deploys its full complement of police personnel and, as part of the planned review of overall staffing levels, further review of the staffing requirements will be undertaken and reflected in the budget proposal for the 2010/11 period.

Component 3: rule of law, governance and human rights

53. Under the rule of law, governance and human rights component, the Operation will provide assistance to rule of law institutions (in particular the local police and the judicial and prison systems in Darfur) with a view to establishing and consolidating the national legal framework, the policy framework and local systems in such areas as issues related to property and land as well as gender. The component also includes the promotion and protection of human rights and continued monitoring, reporting, advocacy and institution-building in Darfur. This component incorporates the activities of the United Nations police, the Rule of Law, Judicial System and Prison Advisory Section, the Human Rights Section, the Gender Advisory Unit, the Civil Affairs Section and the Communications and Public Information Division, which work in partnership with the parties to the Darfur Peace Agreement and subsequent agreements. Interlocutors include national institutions, local prison authorities and police, the Human Rights Commission, the native administration, civil society organizations, political parties, community leaders, the United Nations country team and the Darfur Multi-Donor Trust Fund, as well as national and international NGOs.

54. The component's main priority activities for the 2009/10 period remain concentrated on the development of a transparent, accountable and inclusive local civil service administration, including with regard to land-dispute resolution and the transfer of resources from the Government of the Sudan to the three Darfur States, along with the relevant institutions and legislation. Emphasis will also be put on the provision of assistance in the incorporation of customary law into the legal system of Darfur, taking into account international laws and practices, as well as on promotional efforts related to the protection of human rights in Darfur.

Expected accomplishments	*Indicators of achievement*
3.1 Effective and inclusive governance by national and local levels of Government in Darfur	3.1.1 10 per cent of positions in the national civil service are filled by persons from Darfur, as stipulated in the Darfur Peace Agreement and subsequent agreements (2007/08: not available; 2008/09: 10 per cent; 2009/10: 10 per cent)
	3.1.2 Agreement by the parties on wealth-sharing issues, in accordance with the provisions of the Darfur Peace Agreement and subsequent agreements, including the full transfer of federal funds to the State level
	3.1.3 Increase in the percentage of the representation of Darfurian women in state and national government institutions (2007/08: 7 per cent and 10 per cent at national institutions and at state level respectively; 2008/09: 15 per cent; 2009/10: 25 per cent)

Outputs

- Advice to the parties and civil society on and monitoring of the development of transparent, accountable and inclusive local civil administration in Darfur, and the development of civil service institutions and legislation, including state and regional assembly debates through monthly meetings
- Advice to donors and the Darfur Reconstruction and Development Fund on disbursements and identification of priorities through monthly meetings
- Advice to Darfur State land commissions, through monthly meetings, to address land use and land tenure issues in the context of the Darfur Peace Agreement, including issues related to traditional and historical rights to land, such as *hawakeer* (lands) and migration routes; the promotion of appropriate actions by the National Land Commission; and review of land-use management and natural resource development processes, taking into account the rights of women
- Advice to the Fiscal and Financial Allocation and Monitoring Commission, through monthly meetings, on ensuring fiscal equalization in Darfur
- Facilitation of dialogue between local communities, the Transitional Darfur Regional Authority, legislative councils and State governments on the planning and budgeting processes, including through the identification of budget requirements and the facilitation of monthly meetings with local government officials on budget preparation, taking gender into account

- Advice to the Rehabilitation and Resettlement Commission in identifying priorities for the establishment and functioning of property claims committees in rural and urban areas to deal with property disputes that arise from the return process and in coordinating the work of property claims committees with the Darfur Land Commission
- Advice to the Darfur Compensation Commission in identifying priorities for monetary and in kind compensation to individuals and communities
- Participation in the preparation work for the resumption of the Darfur Joint Assessment Mission process
- Facilitation of the participation of civil society organizations in the implementation of the Darfur Peace Agreement through regular meetings on outstanding implementation issues involving representatives of civil society, political parties, Government officials and other actors in Darfur, and mediation between the parties when differences arise in interpretation of the Agreement
- Advice to the Transitional Darfur Regional Authority on the development and implementation of gender-mainstreaming policies, plans and activities, including through the conduct of 8 workshops in El Fasher, Nyala, El Geneina and Zalingei
- Conduct of 10 workshops, in the three Darfur States, on the roles of civil society organizations and traditional leaders in democratic systems for civil society organizations, including political parties, civic and women's groups, ethnic and religious organizations, internally displaced persons, trade unions, academia and members of local government, in collaboration with the Transitional Darfur Regional Authority and local government representatives
- Conduct of 6 workshops on good governance to train the staff of national institutions and civil society organizations, in conjunction with UNDP
- Monitoring of and reporting on a quarterly basis on the representation and participation of women in all governance structures and processes in Darfur through monthly meetings with national and international stakeholders

Expected accomplishments	*Indicators of achievement*
3.2 Establishment of the rule of law in Darfur, including restructuring of the local police force, an independent judiciary and a corrections system	3.2.1 Ratification by national and local legislatures of a long-term strategic plan for reform and restructuring of the police, judicial and corrections systems in Darfur 3.2.2 Mobile courts begin hearing cases in the three Darfur States

Outputs

- Advice, through monthly meetings, to the Directors General of the prison service for the three Darfur States on reforming the prison system, including implementation of a strategic plan for capacity-building, vetting of staff and creation of a database of prisoners
- Advice, through monthly meetings, to the directors of prisons in the three Darfur States on the establishment of prisons development committees, which will oversee prison strengthening programmes
- Monthly meetings with prison authorities in the three Darfur States on prison activities
- Monthly meetings with NGOs and United Nations agencies and donors on support to prison programmes and activities in Darfur to strengthen areas of collaboration with those partners

- 2 training programmes in basic prison duties for national prison officers in each Darfur State
- 2 quick-impact projects in each Darfur State to address life-threatening conditions in the prisons
- 1 workshop on strengthening of the prison system for representatives of local prison authorities in each Darfur State
- Weekly meetings with local police leadership to set up and implement technical committees to facilitate the restructuring of the police service in Darfur
- Advice on the restructuring of local police in accordance with accepted international standards through co-location with 45 police commanders
- Advice to Darfur legal institutions and legal aid organizations on the provision of legal services through monthly meetings
- Advice to judges and prosecutors on legal reform across Darfur through monthly meetings
- Mobilization of extrabudgetary resources for the upgrading of police detention facilities to basic international standards
- Support the building of capacity and awareness of the Sudanese police and corrections personnel with respect to gender-based violence through: 8 train-the-trainer courses for Sudanese prison staff on gender-based violence; 4 workshops for female police officers on human rights and counselling techniques to deal with sexual and gender-based violence survivors; and 8 workshops on gender mainstreaming for the Sudanese police and corrections services
- Establishment, together with the Government of the Sudan police and the movements' police liaison officers, of 100 women's desks in community police, staffed with female police officers
- Training for Government of the Sudan police, including the following courses: 6 in basic human rights and gender; 3 in crime scene management; 12 in basic computer skills; 24 in criminal investigations; 9 in the detention and treatment of suspects; and 6 in community policing
- Training for movements' police, including the following courses: 12 in basic human rights and gender; 12 in community policing
- Assessment of the justice sector to determine needs, available resources and shortfalls and generally to facilitate the preparation of a justice strategy for the Ministry of Justice, the Judiciary and civil society groups, within the national context for Darfur, for the benefit of the State and civil society rule of law functionaries
- Monitoring of the conduct of trials and preparing legal analysis of relevant rule of law issues with a view to proffering suggestions for reform to the Judiciary
- Coordination of donor funding for rule of law projects that promote the establishment of an independent judiciary and prosecution system and the role of civil society groups in the 3 Darfur States in conjunction with UNDP
- 4 training workshops for prosecutors and the local police on gender justice and the conduct of juvenile cases
- Advice, through monthly meetings, to the Darfur Compensation Commission on establishing and implementing its rules of procedure

Expected accomplishments	*Indicators of achievement*
3.3 Progress towards the promotion and protection of human rights in Darfur	3.3.1 Adoption by local government of a strategy/framework for the promotion and protection of human rights, including transitional justice and women's rights, in Darfur 3.3.2 Enactment by state legislatures of laws in compliance with international human rights instruments 3.3.3 Increase in the number of investigations of human rights violations carried out by the Government of the Sudan (2007/08: 50; 2008/09: 75; 2009/10: 100)

Outputs

- Monitoring and reporting on the human rights situation in Darfur through the conduct of 8 monitoring missions per month per regional or subregional office and 6 missions per month per military outpost and follow-up with competent local authorities to address identified issues
- 2 reports on the human rights situation in Darfur through OHCHR
- Visits every 2 months to prisons and detention facilities and follow-up with competent local authorities to address identified issues
- 10 meetings per month with government officials and representatives of movements to discuss the promotion and protection of human rights
- Promotion of government efforts to address impunity through monitoring and reporting of investigations and trials of individuals accused of serious violations of human rights, with the focus on sexual and gender-based violence
- Assistance to national and regional stakeholders in the development of a transitional justice strategy, through regular meetings and 4 workshops for prosecutors, judges, advocates, law enforcement officials and civil society
- 12 workshops with civil society organizations, community leaders, youth and women to raise awareness of human rights, in particular the Bill of Rights, the Interim National Constitution, criminal laws and process of filing complaints with police, and advice on undertaking advocacy with government officials and movements in order to secure respect for human rights
- Advice, through monthly meetings, to state-level gender-based violence committees in Darfur on the implementation of the Government of National Unity plans of action for the elimination of sexual and gender-based violence in Darfur, and also efforts aimed at prevention of and response to gender-based violence, including institutional development
- 4 awareness-raising workshops for community leaders on combating violence against women
- 8 workshops in camps for internally displaced persons on human rights-based approaches to the prevention of and responses to sexual and gender-based violence, in collaboration with United Nations agencies
- 3 advanced workshops for Sudanese government police investigation officers and commissioned officers on investigation of cases of violence against women

- 4 workshops for the Government of the Sudan police officers and prison officials on international human rights standards, the rights of detainees and democratic policing, including referrals
- Organization of 3 human rights forums in cooperation with judges, prosecutors, lawyers, prison authorities, legal aid organizations and community leaders in Darfur to raise awareness of and address human rights concerns, including women's rights and the rights of detainees
- Promotion of human rights at the community/local level, including through the establishment of a human rights network of civil societies in camps for internally displaced persons and other places, and dissemination of materials on human rights (2,000 copies of handbooks/posters) to civil society organizations, government officials and community-level organizations

External factors

Donors will provide funds in support of rule of law, governance and human rights

Table 4
Human resources: component 3, rule of law, governance and human rights

	International staff										
I. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[a]	*United Nations Volunteers*	**Total**
Rule of Law, Judicial System and Prison Advisory Section											
Headquarters											
Approved posts 2008/09	—	1	3	2	3	—	—	**9**	11	—	**20**
Proposed posts 2009/10	—	1	3	2	3	—	—	**9**	11	—	**20**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	7	7	4	—	—	**18**	21	—	**39**
Proposed posts 2009/10	—	—	7	7	4	—	—	**18**	21	—	**39**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	—	1	10	9	7	—	—	**27**	32	—	**59**
Proposed posts 2009/10	—	1	10	9	7	—	—	**27**	32	—	**59**
Net change	—	—	—	—	—	—	—	—	—	—	—
Human Rights Section											
Headquarters											
Approved posts 2008/09	—	1	3	6	1	—	—	**11**	11	—	**22**
Proposed posts 2009/10	—	1	4	5	1	—	—	**11**	11	—	**22**
Net change	—	—	**1**	**(1)**	—	—	—	—	—	—	—

I. Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Field											
Approved posts 2008/09	—	—	10	48	—	—	—	**58**	95	33	**186**
Proposed posts 2009/10	—	—	9	49	—	—	—	**58**	95	33	**186**
Net change	—	—	**(1)**	**1**	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	—	1	13	54	1	—	—	**69**	106	33	**208**
Proposed posts 2009/10	—	1	13	54	1	—	—	**69**	106	33	**208**
Net change	—	—	—	—	—	—	—	—	—	—	—
Child Protection Unit											
Headquarters											
Approved posts 2008/09	—	—	2	—	—	—	—	**2**	2	2	**6**
Proposed posts 2009/10	—	—	2	—	—	—	—	**2**	2	2	**6**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	—	4	—	—	—	**4**	16	4	**24**
Proposed posts 2009/10	—	—	—	4	—	—	—	**4**	16	4	**24**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	—	—	2	4	—	—	—	**6**	18	6	**30**
Proposed posts 2009/10	—	—	2	4	—	—	—	**6**	18	6	**30**
Net change	—	—	—	—	—	—	—	—	—	—	—
Gender Advisory Unit											
Headquarters											
Approved posts 2008/09	—	—	1	2	1	—	—	**4**	4	2	**10**
Proposed posts 2009/10	—	—	1	2	1	—	—	**4**	4	2	**10**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	3	4	—	—	—	**7**	15	3	**25**
Proposed posts 2009/10	—	—	3	4	—	—	—	**7**	15	3	**25**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2008/09	—	—	4	6	1	—	—	**11**	19	5	**35**
Proposed posts 2009/10	—	—	4	6	1	—	—	**11**	19	5	**35**
Net change	—	—	—	—	—	—	—	—	—	—	—

	International staff										
I. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Total, Civilian staff											
Approved 2008/09	—	2	29	73	9	—	—	**113**	175	44	**332**
Proposed 2009/10	—	2	29	73	9	—	—	**113**	175	44	**332**
Net change	—	—	—	—	—	—	—	—	—	—	—
II. Government-provided personnel											
Approved 2008/09											**6**
Proposed 2009/10											**6**
Net change											—
Total (I-II)											
Approved 2008/09											**338**
Proposed 2009/10											**338**
Net change											—

[a] Includes National Officers and national General Service staff.

Human Rights Section

Mission headquarters

International staff: redeployment of 1 P-3 post to a field office and redeployment of 1 P-4 post from a field office

Field offices

International staff: redeployment of 1 P-3 post from the mission headquarters and redeployment of 1 P-4 post to the mission headquarters

55. In order to manage different human rights activities, the Section has undertaken a review of its structure in the mission headquarters and established four units within existing resources: the Management, Reporting and Analysis, Capacity-building and Training, and Judicial Monitoring and Transitional Justice Units. The Management Unit would provide assistance to the Chief in the area of external and internal representation of the Human Rights Section and perform managerial tasks as delegated.

56. The Reporting and Analysis Unit would be responsible for: producing the Section's reports; analysing and compiling information produced by field offices and providing feedback to field offices on their reporting; and ensuring the systematic use of the database, once installed, and exercising quality control of the data. The Capacity-building and Training Unit would be responsible for: developing capacity-building strategies and directly implementing selected capacity-building activities; drafting, monitoring and implementation, including financial reporting, for the Human Rights Section; organizing and implementing training activities; conducting regular induction and refresher training for the Section's staff; and assisting field offices in the Unit's area of responsibility. The Judicial Monitoring and Transitional Justice Unit would be responsible for: developing and

implementing a judicial monitoring and transitional justice strategy; and providing guidance and feedback to field offices in the Unit's area of responsibility, ensuring that the Section's work in this area complements, and feeds into, other actors involved in rule of law work.

57. The Management Unit would be headed by a Senior Human Rights Officer (P-5), and the remaining three units would be headed by a Human Rights Officer (P-4), as they would require constant interaction with government officials and the Operation's senior management. As only two Human Rights Officer posts (P-4) are available in the mission headquarters, it is proposed to redeploy one Human Rights Officer post (P-4) from the El Fasher regional office to the mission headquarters and to redeploy one Human Rights Officer post (P-3) from the mission headquarters to the El Fasher regional office, which is less exposed to interaction with senior government officials.

Component 4: humanitarian liaison, recovery and development

58. The humanitarian liaison, recovery and development framework component will ensure continuous liaison and collaboration between UNAMID and the humanitarian community on all relevant issues, including the provision of humanitarian assistance, the protection of civilians, the return of refugees and internally displaced persons, and the protection of children, in accordance with Security Council resolution 1612 (2005). It will also carry out advocacy activities in conjunction with the United Nations specialized agencies, funds and programmes.

59. The component incorporates the activities of the Operation's Humanitarian Liaison Office, Humanitarian and Recovery Assistance Liaison Unit and Child Protection Unit, as well as the Gender Advisory and HIV/AIDS Units, which carry out their activities in partnership with the Government of the Sudan; the Transitional Darfur Regional Authority and its relevant subsidiary bodies; the native administration; the United Nations country team; humanitarian, recovery and development organizations involved in the Darfur Community Peace and Stability Fund and the Darfur Joint Assessment Mission; and national and international NGOs. Humanitarian activities will be coordinated by the Resident and Humanitarian Coordinator, with responsibility delegated to the Deputy Humanitarian Coordinator based in Darfur (located in the Office for the Coordination of Humanitarian Affairs office in El Fasher).

60. During the 2009/10 period, UNAMID expects to assume a more direct role in the coordination of humanitarian operations in Darfur. In consultation with the Resident and Humanitarian Coordinator, it will also include advocacy with the parties, including the Government of the Sudan and the movements, and local government authorities for the protection of civilians, including women's and children's rights and deterring the recruitment of children into armed forces.

Expected accomplishments	*Indicators of achievement*
4.1 Improved humanitarian situation and progress towards economic recovery and poverty reduction in Darfur	4.1.1 Adoption by the Government of the Sudan of a new Child Act criminalizing child trafficking
	4.1.2 Increase in the percentage of participation of Darfurians in economic recovery and rehabilitation programmes (2007/08: 0 per cent; 2008/09: 10 per cent, 270,000 participants; 2009/10: 20 per cent, 810,000)
	4.1.3 Increase in the percentage of participation of women of Darfur in economic recovery and rehabilitation programmes (2007/08: 0 per cent; 2008/09: 5 per cent of the total Darfurian population, 135,000 female participants; 2009/10: 15 per cent, 405,000 female participants)
	4.1.4 Budget of the Darfur Rehabilitation and Resettlement Commission is passed

Outputs

- Liaison with the United Nations country team and NGOs, including on common humanitarian action plans, through daily liaison with the Resident and Humanitarian Coordinator in the Sudan, the Office for the Coordination of Humanitarian Affairs and the humanitarian community
- Advice to monthly meetings in Khartoum of the High-level Committee on Humanitarian Affairs to ensure implementation of decisions taken
- Advice to local authorities/agencies on economic recovery and poverty reduction activities in collaboration with the Office for the Coordination of Humanitarian Affairs and UNDP
- Daily liaison and coordination on the implementation of the civil-military framework with the humanitarian community in Darfur, signed by UNAMID, UNMIS and the RC/HC
- 10 memorandums of understanding with humanitarian NGOs to strengthen humanitarian crisis response mechanism in Darfur
- In collaboration with the United Nations country team, and UNICEF in particular, monitoring and reporting on the child protection situation in Darfur, including the identification of child protection gaps and violations, and follow-up with national and local authorities, including the parties to the conflict, to address child protection issues in accordance with Security Council resolution 1612 (2005)
- In collaboration with the United Nations country team, and UNICEF in particular, conduct of field investigations and assessments of serious abuses against children, including cases of sexual abuse and exploitation, the abduction and/or trafficking of children, the association of children with armed forces and groups, and other violations of children's rights
- In partnership with the United Nations country team, and UNICEF in particular, advocacy for accountability, preventive and remedial action by the local authorities regarding violations of children's rights and advise national and local authorities on legislation ensuring protection of children's rights

- Advice to the parties to the conflict to take appropriate measures to protect civilians, including women and children, from all forms of sexual violence, and implementation of Security Council resolutions 1325 (2000) and 1820 (2008)
- 6 two-day workshops, in consultation with UNICEF, each with an average of 40 commanders of the Government of the Sudan and the movements, on the responsibility to protect children from recruitment into armed forces and from other violations, such as sexual abuse and exploitation and abductions
- Delivery of mine risk education to internally displaced persons prior to their return/repatriation to areas of origin
- In close collaboration with the Deputy Resident and Humanitarian Coordinator, advice to the Darfur Rehabilitation and Resettlement Commission, in collaboration with the relevant authorities, in the issuance to displaced persons of documents necessary for the exercise of their legal rights, taking into account the rights of women, girls and widows

External factors

Donors will provide extrabudgetary funding for relief activities and for humanitarian assistance and recovery mechanisms. The security situation in the mission area will allow freedom of movement. No activities will occur that would result in mine contamination or recontamination of known safe areas

Table 5
Human resources: component 4, humanitarian liaison, recovery and development

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Humanitarian Liaison Office											
Headquarters											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	1	—	1	1	—	—	**3**	3	—	**6**
Net change	—	**1**	—	**1**	**1**	—	—	**3**	**3**	—	**6**
Approved temporary positions[b] 2008/09	—	1	—	1	1	—	—	**3**	2	—	**5**
Proposed temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	**(1)**	—	**(1)**	**(1)**	—	—	**(3)**	**(2)**	—	**(5)**
Field											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Subtotal											
Approved 2008/09	—	1	—	1	1	—	—	**3**	2	—	**5**
Proposed 2009/10	—	1	—	1	1	—	—	**3**	3	—	**6**
Net change	—	—	—	—	—	—	—	—	**1**	—	**1**
Humanitarian and Recovery Assistance Liaison Unit											
Headquarters											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	3	2	—	—	—	**5**	3	—	**8**
Net change	—	—	**3**	**2**	—	—	—	**5**	**3**	—	**8**
Approved temporary positions[b] 2008/09	—	—	3	2	—	—	—	**5**	4	—	**9**
Proposed temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	**(3)**	**(2)**	—	—	—	**(5)**	**(4)**	—	**(9)**
Field											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	4	16	—	—	—	**20**	20	—	**40**
Net change	—	—	**4**	**16**	—	—	—	**20**	**20**	—	**40**
Approved temporary positions[b] 2008/09	—	—	4	16	—	—	—	**20**	20	—	**40**
Proposed temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	**(4)**	**(16)**	—	—	—	**(20)**	**(20)**	—	**(40)**
Subtotal											
Approved 2008/09	—	—	7	18	—	—	—	**25**	24	—	**49**
Proposed 2009/10	—	—	7	18	—	—	—	**25**	23	—	**48**
Net change	—	—	—	—	—	—	—	—	**(1)**	—	**(1)**
Total											
Approved posts 2008/09	—	1	7	19	1	—	—	**28**	26	—	**54**
Proposed posts 2009/10	—	1	7	19	1	—	—	**28**	26	—	**54**
Net change	—	—	—	—	—	—	—	—	—	—	—

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance, in civilian personnel costs.

Humanitarian Liaison Office and Humanitarian and Recovery Assistance Liaison Unit

61. To date, priority has been given to the establishment, within UNMIS and UNAMID, of a functioning and effective liaison mechanism between the missions and other actors in the humanitarian community. The mechanism contemplated activities being conducted by UNAMID in close cooperation with UNMIS, and under the auspices of the Resident and Humanitarian Coordinator. In this regard, the 2008/09 UNAMID budget includes a Humanitarian, Recovery and Development Liaison Unit, with staff funded under general temporary assistance.

62. With the extension of its mandate, while the capacity of UNAMID to respond to possible humanitarian emergencies will remain essential, emphasis will also begin to shift to recovery. In addition, higher numbers of organized returns, coupled with anticipated increases in spontaneous returns in advance of national elections in the Sudan, could necessitate intensified efforts towards safe, sustainable and voluntary return, as well as increased attention to reintegration.

63. The evolution from a dedicated liaison function to a liaison and coordination function will be facilitated by: (a) the appointment of a Deputy Resident and Humanitarian Coordinator under UNMIS, based in Darfur (El Fasher); and (b) the development of an integrated strategic framework for Darfur for all relevant activities, including humanitarian assistance and the protection of civilians, by UNAMID, and the United Nations country team.

64. In line with the Operation's continuing mandate in relation to humanitarian liaison, recovery and development, it is proposed that the existing 54 temporary positions (28 international staff and 26 national staff) be discontinued and replaced with the establishment of 54 posts, from 1 July 2009, and that one Programme Officer post (National Professional Officer) be redeployed from the Humanitarian and Recovery Assistance Liaison Unit to the Humanitarian Liaison Office in the mission headquarters. The Programme Officer will assist the Head of the Humanitarian Liaison Office during his/her interactions with internally displaced persons, and would act as a resource person for information on the humanitarian situation in Darfur.

Humanitarian Liaison Office

Mission headquarters

International staff: increase of 3 posts (1 D-1, 1 P-3 and 1 Field Service) and decrease of 3 temporary positions (1 D-1, 1 P-3 and 1 Field Service)

National staff: increase of 3 posts (1 National Professional Officer and 2 national General Service staff) and decrease of 2 temporary positions (national General Service staff)

65. As indicated in paragraphs 61 to 64 above, the temporary positions approved for the 2008/09 period would be discontinued and replaced with the proposed establishment of posts. Accordingly, the Humanitarian Liaison Office, based in the mission headquarters, would be staffed by the Head of the Humanitarian Liaison Office (D-1), a Reporting Officer (P-3), an Administrative Assistant (Field Service), a Programme Officer (National Professional Officer), an Office Assistant and a Driver (national General Service staff).

Humanitarian and Recovery Assistance Liaison Unit

Mission headquarters

International staff: increase of 5 posts (1 P-5, 2 P-4, 1 P-3 and 1 P-2) and decrease of 5 temporary positions (1 P-5, 2 P-4, 1 P-3 and 1 P-2)

National staff: increase of 3 posts (1 National Professional Officer and 2 national General Service staff) and decrease of 4 temporary positions (2 National Professional Officers and 2 national General Service staff)

66. As indicated in paragraphs 61 to 64 above, the temporary positions approved for 2008/09 would be discontinued and replaced with the proposed establishment of posts. Accordingly, the Humanitarian and Recovery Assistance Liaison Unit in the mission headquarters would comprise a Senior Humanitarian Liaison Officer (P-5), three Humanitarian Liaison Officers (2 P-4, 1 P-3), an Associate Humanitarian Affairs Liaison Officer (P-2), one Programme Officer (National Professional Officer), an Administrative Assistant and a Driver (national General Service staff).

Field offices

International staff: increase of 20 posts (4 P-4, 8 P-3 and 8 P-2) and decrease of 20 temporary positions (4 P-4, 8 P-3 and 8 P-2)

National staff: increase of 20 posts (8 National Professional Officers and 12 national General Service staff) and decrease of 20 temporary positions (8 National Professional Officers and 12 national General Service staff)

67. As indicated in paragraphs 61 to 64 above, in each of the three regional offices (Nyala, El Fasher and El Geneina) and the sub-office (Zalingei), the Humanitarian and Recovery Assistance Liaison Unit would be headed by a Humanitarian Liaison Officer (P-4) and supported by four Humanitarian Affairs Liaison Officers (2 P-3 and 2 National Professional Officers), two Associate Humanitarian Affairs Liaison Officers (P-2), as well as an Office Assistant and two Drivers (national General Service staff).

Component 5: support

68. The support component reflects the work of the Mission Support Division, the Security Section, the Conduct and Discipline Team and the HIV/AIDS Unit. During the budget period, the Operation's support component will provide effective and efficient logistical, administrative and security services in support of the implementation of the Operation's mandate through the delivery of related outputs and the introduction of service improvements, as well as the realization of efficiency gains. Support will be provided to the fully deployed strength of 240 military observers, 19,315 military contingents, 2,660 formed police personnel, 3,772 United Nations police officers, and to the civilian staffing establishment of 1,548 international staff, 3,437 national staff and 561 United Nations Volunteers. The range of support will comprise the implementation of conduct and discipline and HIV/AIDS programmes, personnel administration, health care, maintenance and construction of office and accommodation facilities, establishment and maintenance of a communications and information technology infrastructure, air operations, surface transport operations, supply and resupply operations, and provision of security services Operation-wide.

Expected accomplishments	*Indicators of achievement*
5.1 Increased efficiency and effectiveness of logistical, administrative and security support to the Operation	5.1.1 100 per cent completion of infrastructure renovations and reconstruction projects for all buildings required for mission operations to meet minimum operating security standards
	5.1.2 Increase in the number of locations in Darfur for which UNAMID provides its own aircraft handling services (2007/08: 0; 2008/09: 0; 2009/10: 4)
	5.1.3 Reduction in extraction of groundwater by increasing generation of water through wastewater management (2008/09: 0; 2009/10: 40 per cent of required water generated through wastewater management)
	5.1.4 Reduction in the number of major car accidents (2008/09: 238; 2009/10: 119)
	5.1.5 Reduction in the vehicle off-road percentage (2008/09: 40; 2009/10: 15)

Outputs

Service improvements

- Implementation of the third year of a three-year construction plan for the conversion of United Nations-provided accommodation from prefabricated to permanent structures at sector headquarters locations
- Replacement of commercial service provisions with in-house capacity for aircraft handling requirements in 4 airports as part of an ongoing review of the Operation's aircraft handling requirements and long-term strategy, where this is more economical
- Implementation of wastewater management strategies, including recycling of treated sewage effluent and its use for non-potable water uses, such as flushing of toilets, floor cleaning and firefighting
- Enforcement of the strict driver programme, together with stringent monitoring of speeding, through the full implementation of the CarLog system
- Implementation of preventive maintenance strategy for vehicles, water purification equipment and septic tanks to minimize the need for repairs and spare parts

Military, police and civilian personnel

- Emplacement, rotation and repatriation services to support an average strength of 18,813 military personnel, including 240 military observers, 410 staff and liaison officers, 14,980 infantry personnel and 3,183 logistics personnel
- Emplacement, rotation and repatriation services to support fully deployed strength of 5,824 police personnel, including 3,386 United Nations police personnel and 2,438 formed police personnel
- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment for the military and police personnel

- Storage and supply of daily rations and water for an average of 18,163 military personnel and 2,438 formed police personnel
- Recruitment and other administrative support for 5,546 civilian staff, comprising 1,548 international staff, 3,437 national staff and 561 United Nations Volunteers, including 24 international staff and 14 national staff positions funded under general temporary assistance
- Implementation of a conduct and discipline programme for all military, police and civilian personnel, including training, prevention and monitoring as well as recommendations on remedial action where misconduct has occurred

Facilities and infrastructure

- Maintenance and repair of 1 mission headquarters, 3 sector headquarters, 1 sub-office, 2 logistics bases (El Obeid and Nyala) and 1 customs clearance facility (Port Sudan)
- Operation and maintenance of wastewater treatment plants, water distribution systems, boreholes and sewerage networks, and provision of solid waste collection and disposal services in 40 sites
- Operation and maintenance of 84 water-purification plants (United Nations and troop-contributing countries) within the mission area
- Operation and maintenance of 1,852 United Nations-owned generators
- Storage and supply of 17.5 million litres of diesel, as well as oil and lubricants for generators
- Maintenance and repair of 3 airfield facilities and 34 helicopter landing sites in 34 locations
- Rehabilitation and maintenance of 3 air terminals, ramp facilities and parking areas (El Fasher, Nyala and El Geneina) to permit safe operations
- Construction of United Nations air terminals at the 3 main airports, including taxiways and parking aprons
- Maintenance and renovation of 37 storage facilities for petrol, oil and lubricants for generators, vehicles and air transportation, in 37 locations
- General mine action assessment of 810 villages in Northern, Southern and Western Darfur
- Emergency unexploded ordnance assessment of 243 km^2
- Route survey along 3,600 km of possible alternative supply roads and routes

Ground transportation

- Operation and maintenance of 3,522 United Nations-owned vehicles and 53 items of workshop equipment, through 36 workshops in 35 locations
- Supply of 9.7 million litres of petrol, oil and lubricants for vehicles
- Operation of a daily shuttle service, 7 days a week, to transport United Nations personnel from their accommodation to place of work

Air transportation

- Operation and maintenance of 14 fixed-wing and 38 rotary-wing aircraft, including 9 military-type aircraft, in 4 locations
- Supply of 43.0 million litres of aviation fuel, as well as oil and lubricants, for air operations

Communications

- Support and maintenance of a satellite network, consisting of 4 Earth station hubs, to provide voice, fax, video and data communications
- Support and maintenance of 48 VSAT systems, 173 telephone exchanges and 100 microwave links
- Support and maintenance of 2,467 high frequency and 17,951 VHF repeaters and transmitters
- Support and maintenance of 4 FM radio broadcast stations in radio production facilities

Information technology

- Support and maintenance of 317 servers, 5,991 desktop computers, 2,128 laptop computers, 1,879 printers and 520 digital senders in 123 locations
- Support and maintenance of 100 local area networks and wide area networks for 70 users in 40 camps and 83 community policing centre locations
- Development of a Geographic Information System to provide approximately 7,200 administrative, planning and thematic maps in support of policy decisions, situational awareness and operations

Medical

- Operation and maintenance of 5 United Nations-owned level-I clinics and 1 United Nations-owned level-II hospital in El Fasher
- Maintenance of mission-wide land and air evacuation arrangements for all United Nations locations, including to 6 level-IV hospitals (2 in Nairobi, 3 in Egypt and 1 in Dubai)
- Operation and maintenance of HIV voluntary confidential counselling and testing facilities for all mission personnel
- Provision of an HIV sensitization programme, including peer education, for all mission personnel

Security

- Provision of security services 24 hours per day, 7 days per week, throughout the mission area
- 24-hour close protection to senior mission staff and visiting high-level officials
- Residential security guidance to minimum operating residential security standards and provision of on-site assessments in support of the fully deployed strength of 240 military observers, 410 military staff officers, 3,772 United Nations police personnel, 1,548 international staff and 557 international United Nations Volunteers
- Induction security training and primary fire training/drills for all new mission staff as well as basic firefighting refresher courses for all security staff and fire wardens in the mission

- Conduct of annual fire safety assessments and inspections at all United Nations premises to ensure compliance with fire safety standards as well as quarterly reviews on the implementation of fire safety recommendations
- Preparation of monthly investigation reports on road traffic accidents, theft/loss of or damage to UNAMID property, burglaries, incidents related to arrest/detention of staff members, incidents of death or injury and cases of misconduct by United Nations personnel
- Safety briefings on land mines/unexploded ordnance provided to all members of UNAMID prior to field deployment

External factors

Suppliers of goods and services will be able to deliver as contracted

Table 6
Human resources: component 5, support

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Conduct and Discipline Team											
Headquarters											
Approved posts 2008/09	—	1	1	3	1	—	—	**6**	1	—	**7**
Proposed posts 2009/10	—	1	1	3	1	—	—	**6**	1	—	**7**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2008/09	—	—	—	—	—	—	—	—	1	—	**1**
Proposed temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	1	—	**1**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	4	—	1	—	—	**5**	1	—	**6**
Proposed posts 2009/10	—	—	4	—	1	—	—	**5**	1	—	**6**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2008/09	—	—	—	3	1	—	—	**4**	9	—	**13**
Proposed temporary positions[b] 2009/10	—	—	—	3	1	—	—	**4**	9	—	**13**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	—	1	5	6	3	—	—	**15**	12	—	**27**
Proposed 2009/10	—	1	5	6	3	—	—	**15**	12	—	**27**
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
HIV/AIDS Unit											
Headquarters											
Approved posts 2008/09	—	—	2	—	1	—	—	**3**	3	1	7
Proposed posts 2009/10	—	—	2	—	1	—	—	**3**	3	1	7
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	—	1	—	—	—	**1**	8	7	**16**
Proposed posts 2009/10	—	—	—	1	—	—	—	**1**	8	7	**16**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	—	—	2	1	1	—	—	**4**	11	8	**23**
Proposed 2009/10	—	—	2	1	1	—	—	**4**	11	8	**23**
Net change	—	—	—	—	—	—	—	—	—	—	—
Mission Support Division											
Office of the Deputy Joint Special Representative for Operations and Administration											
Headquarters											
Approved posts 2008/09	1	—	3	—	2	—	—	**6**	3	—	**9**
Proposed posts 2009/10	1	—	3	—	2	—	—	**6**	3	—	**9**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2009/10	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	1	—	3	—	2	—	—	**6**	3	—	**9**
Proposed 2009/10	1	—	3	—	2	—	—	**6**	3	—	**9**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of the Director of Mission Support											
Headquarters											
Approved posts 2008/09	—	2	6	6	7	—	—	**21**	23	—	**44**
Proposed posts 2009/10	—	2	6	6	7	—	—	**21**	23	—	**44**
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
Field											
Approved posts 2008/09	—	1	7	4	9	—	—	**21**	22	—	**43**
Proposed posts 2009/10	—	1	7	4	9	—	—	**21**	22	—	**43**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	—	3	13	10	16	—	—	**42**	45	—	**87**
Proposed 2009/10	—	3	13	10	16	—	—	**42**	45	—	**87**
Net change	—	—	—	—	—	—	—	—	—	—	—
Administrative Services											
Headquarters											
Approved posts 2008/09	—	1	19	23	77	—	—	**120**	126	14	**260**
Proposed posts 2009/10	—	1	19	23	77	—	—	**120**	118	14	**252**
Net change	—	—	—	—	—	—	—	—	**(8)**	—	**(8)**
Field											
Approved posts 2008/09	—	—	2	28	55	—	—	**85**	103	26	**214**
Proposed posts 2009/10	—	—	2	28	55	—	—	**85**	111	26	**222**
Net change	—	—	—	—	—	—	—	—	**8**	—	**8**
Subtotal											
Approved 2008/09	—	1	21	51	132	—	—	**205**	229	40	**474**
Proposed 2009/10	—	1	21	51	132	—	—	**205**	229	40	**474**
Net change	—	—	—	—	—	—	—	—	—	—	—
Procurement and Contracts Management Services											
Headquarters											
Approved posts 2008/09	—	1	7	14	16	—	—	**38**	27	3	**68**
Proposed posts 2009/10	—	1	7	7	13	—	—	**28**	15	6	**49**
Net change	—	—	—	**(7)**	**(3)**	—	—	**(10)**	**(12)**	**3**	**(19)**
Field											
Approved posts 2008/09	—	—	—	—	4	—	—	**4**	4	—	**8**
Proposed posts 2009/10	—	—	—	6	8	—	—	**14**	10	3	**27**
Net change	—	—	—	**6**	**4**	—	—	**10**	**6**	**3**	**19**

Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
Subtotal											
Approved 2008/09	—	1	7	14	20	—	—	**42**	31	3	**76**
Proposed 2009/10	—	1	7	13	21	—	—	**42**	25	9	**76**
Net change	—	—	—	**(1)**	**1**	—	—	—	**(6)**	**6**	—
Integrated Support Services											
Headquarters											
Approved posts 2008/09	—	1	22	32	79	—	—	**134**	307	42	**483**
Proposed posts 2009/10	—	1	22	32	79	—	—	**134**	307	42	**483**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	12	50	270	—	—	**332**	700	196	**1 228**
Proposed posts 2009/10	—	—	12	50	270	—	—	**332**	738	203	**1 273**
Net change	—	—	—	—	—	—	—	—	**38**	**7**	**45**
Subtotal											
Approved 2008/09	—	1	34	82	349	—	—	**466**	1 007	238	**1 711**
Proposed 2009/10	—	1	34	82	349	—	—	**466**	1 045	245	**1 756**
Net change	—	—	—	—	—	—	—	—	**38**	**7**	**45**
Communications and Information Technology Services											
Headquarters											
Approved posts 2008/09	—	1	5	5	45	—	—	**56**	29	57	**142**
Proposed posts 2009/10	—	1	5	5	45	—	—	**56**	29	57	**142**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved posts 2008/09	—	—	3	2	94	—	—	**99**	74	123	**296**
Proposed posts 2009/10	—	—	3	2	94	—	—	**99**	74	123	**296**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	—	1	8	7	139	—	—	**155**	103	180	**438**
Proposed 2009/10	—	1	8	7	139	—	—	**155**	103	180	**438**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	1	7	86	164	658	—	—	**916**	1 418	461	**2 795**
Proposed 2009/10	1	7	86	163	659	—	—	**916**	1 450	474	**2 840**
Net change	—	—	—	**(1)**	**1**	—	—	—	**32**	**13**	**45**

Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Security and Safety Section											
Headquarters											
Approved posts 2008/09[c]	—	1	3	18	48	—	—	**70**	85	—	**155**
Proposed posts 2009/10[c]	—	1	3	18	60	—	—	**82**	85	—	**167**
Net change	—	—	—	—	**12**	—	—	**12**	—	—	**12**
Field											
Approved posts 2008/09	—	—	4	23	89	—	—	**116**	383	—	**499**
Proposed posts 2009/10	—	—	4	23	89	—	—	**116**	383	—	**499**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2008/09	—	1	7	41	137	—	—	**186**	468	—	**654**
Proposed 2009/10	—	1	7	41	149	—	—	**198**	468	—	**666**
Net change	—	—	—	—	**12**	—	—	**12**	—	—	**12**
Total, civilian staff											
Approved 2008/09	1	9	100	212	799	—	—	**1 121**	1 909	469	**3 499**
Proposed 2009/10	1	9	100	211	812	—	—	**1 133**	1 941	482	**3 556**
Net change	—	—	—	**(1)**	**13**	—	—	**12**	**32**	**13**	**57**

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance, in civilian personnel costs.
[c] Includes one P-5 post (Senior Field Security Coordination Officer) funded through cost-sharing arrangement with the United Nations country team.

Office of the Director of Mission Support

Mission headquarters

International staff: reclassification of 1 post (Field Service)

69. In order to provide effective support to the operations of UNAMID and advice to the Director of Mission Support, it is proposed to restructure the Budget Section into three units: the Office of the Chief Budget Officer, which would provide guidance on the day-to-day operations of the Section and ensure that changes in the Operation's significant staffing structure are properly recorded, considered and incorporated within budgetary processes; and Units 1 and 2, which would be responsible for budget preparation, monitoring of progress and performance evaluation for all of the Operation's costs centres for non-staff resource requirements. According to the proposed revised structure, the Office of the Chief Budget Officer would comprise the Chief Budget Officer (P-5), who would be supported by one Budget Officer (Field Service), two Budget Assistants (national General Service staff) and one Office Assistant (national General Service staff); and each of the two Units would comprise two Budget Officers (P-4 and P-3) and three Budget Assistants (1 Field Service and 2 national General Service staff). In line with the planned structure, it is proposed that one Budget Assistant post (Field Service)

be upgraded in responsibilities, level and title to Budget Officer (Field Service). The incumbent of the post would engage proactively with the substantive and Mission Support Division section chiefs on the ongoing staffing review and incorporate the proposed changes into the respective section budget proposals. In addition, the Budget Officer would also assist the Chief Budget Officer in the development, review and monitoring of substantive results-based-budgeting frameworks.

Administrative Services

Finance Section

Mission headquarters

National staff: decrease of 8 posts (redeployment of 8 national General Service staff posts to field offices)

70. As UNAMID deploys to its regional offices and sub-office, it has become essential for the Finance Section to provide adequate financial support locally in those remote areas. Currently, each regional and sub-office is responsible for the management of an imprest account of $25,000 in order to meet immediate financial requirements and make payments locally, especially in the case of payments for various services required in those offices, including services for the development and maintenance of infrastructure and camps. Furthermore, the availability of banking facilities in remote areas is minimal to non-existent, making the finance staff the only reliable financial source for the Operation's personnel in the regional offices and the sub-office. Accordingly, it is proposed to strengthen the regional offices in Nyala and El Geneina and the sub-office in Zalingei by redeploying 6 Finance Assistant posts (national General Service staff) from the mission headquarters (2 posts in each location).

71. In addition, Khartoum is currently the primary port of entry of all new personnel, since as before deploying to Darfur they must register into the Operation's financial system in Khartoum in order to receive payments for travel and to process banking requirements. In addition, personnel on board have to transit through Khartoum for all inbound and outbound travel. To carry out those administrative tasks, it is proposed that the administrative capacity of the Khartoum Liaison Office be strengthened by the redeployment of two Finance Assistant posts (national General Service staff) from the Finance Section in the mission headquarters.

Field offices

National staff: increase of 8 posts (redeployment of 8 national General Service posts from mission headquarters)

72. As indicated in paragraphs 70 and 71 above, 8 Finance Assistant posts (national General Service staff) are proposed for redeployment from the Finance Section at mission headquarters to the El Geneina regional office (2 Finance Assistants), the Nyala regional office (2 Finance Assistants), the Zalingei sub-office (2 Finance Assistants) and the Khartoum Liaison Office (2 Finance Assistants).

Procurement and Contracts Management Services

Mission headquarters

International staff: decrease of 10 posts (reclassification of 1 post from P-3 to Field Service and redeployment to field offices of 10 posts (6 P-3 and 4 Field Service))

National staff: decrease of 12 posts (abolishment of 6 national General Service posts and redeployment to field offices of 6 national General Service posts)

United Nations Volunteers: net increase of 3 positions (creation of 6 international United Nations Volunteers positions and redeployment to field offices of 3 international UNV positions)

Contracts Management Section

73. Challenges associated with the considerable construction procurement and contracting portfolio require a strong, practical construction quality assurance capability in the Contracts Management Section. The availability of candidates with relevant practical knowledge of and experience in field operations and who meet the competency requirements is higher in the Field Service than the Professional category. It is therefore proposed to reclassify one Contracts Management Officer post (P-3) from the Professional to the Field Service category to provide the Section with access to the needed competency pool.

74. In addition, the skill sets required for contracts management staff — owing to the intrinsic characteristics of the function in the United Nations and further exacerbated by complex operational challenges — are not commonly found among national staff currently available to UNAMID, and the development of the required competencies would require considerable capacity development. It is therefore proposed that 6 existing Contracts Management Assistant posts (national General Service staff) be abolished and that 6 Contracts Management Assistant positions (international United Nations Volunteers) be established for monitoring contract performance and identifying appropriate corrective action, where necessary. Over time, as the national staff capacity is developed, the Operation may be able to revert to a reliance on national staff.

75. There are approximately 10 camp sites in each of the Operation's sectors at which contract delivery occurs, including ration and fuel supplies as well as construction, and other potential contracts could be established for facilities management and vehicle maintenance. As a sector-level presence is required to effectively manage those contracts, it is proposed that a total of 9 existing posts be redeployed from mission headquarters, comprising 3 Contracts Management Officer posts (P-3) and 6 Contracts Management Assistant posts (3 Field Service and 3 international United Nations Volunteers) to the regional offices in Nyala, El Geneina and El Fasher.

Procurement Section

76. A risk assessment has identified certain categories of goods and services that are amenable to local procurement from suppliers operating in the sectors. While representing a relatively small amount of the overall procurement-related expenditure, those categories of goods and services often involve relatively high process-related costs. An adequate regional presence would reduce the procurement process lead-time and associated process costs. Closer proximity to local sources of

supply would also facilitate supplier development activities aimed at improving the competitiveness and responsiveness of local suppliers, especially those dealing in construction. It is therefore proposed to strengthen the field procurement capacity through the redeployment of 3 Procurement Officers (P-3) and 7 Procurement Assistants (1 Field Service and 6 national General Service staff) from mission headquarters to the regional offices in Nyala, El Geneina and El Fasher.

Field offices

International staff: increase of 10 posts (redeployment of 10 posts (6 P-3 and 4 Field Service) from mission headquarters)

National staff: increase of 6 posts (redeployment of 6 national General Service posts from mission headquarters)

United Nations Volunteers: increase of 3 positions (redeployment of 3 international United Nations Volunteers positions from mission headquarters)

77. As indicated in paragraph 75 above, the contracts management function would be present in the field offices through the proposed redeployment of 1 Contracts Management Officer post (P-3) and 2 Contracts Management Assistant posts (Field Service and international United Nations Volunteers) to each regional office in Nyala, El Geneina and El Fasher.

78. In addition, as indicated in paragraph 76 above, the regional procurement capacity would be strengthened in order to cope with local procurement through the redeployment of 3 Procurement Officer posts (P-3) and 7 Procurement Assistant posts (1 Field Service and 6 national General Service staff) from mission headquarters as follows: (a) in the regional office in Nyala, 1 Procurement Officer post (P-3) and 3 Procurement Assistant posts (1 Field Service and 2 national General Service staff) would complement the existing 2 Procurement Assistant posts (Field Service and national General Service staff); (b) in the regional office in El Geneina, 1 Procurement Officer post (P-3) and 2 Procurement Assistant posts (national General Service staff) would complement the existing 2 Procurement Assistant posts (Field Service and national General Service staff); and (c) in the regional office in El Fasher, 1 Procurement Officer post (P-3) and 2 Procurement Assistant posts (national General Service staff) would constitute the procurement capacity for the Sector.

Integrated Support Services

Field offices

International staff: reclassification of 4 posts (Field Service)

National staff: increase of 38 posts (creation of 38 national General Service staff posts)

United Nations Volunteers: increase of 7 positions (creation of 7 international United Nations Volunteers positions)

Engineering Section

79. Based on experience gained from the deployment of staff, it is proposed to reclassify 4 Facilities Maintenance Assistant posts (Field Service) to Engineering Technician posts (Field Service) in each of the regional offices in Nyala, El Fasher

and El Geneina and the sub-office in Zalingei. The functions of those posts would include planning, coordinating and supervising repair related to the electrical and the heating, ventilation and air conditioning (HVAC) systems, maintenance and service works of buildings, facilities and establishments at the sector headquarters level, as well as in 10 civil/military camps within the area of responsibility of each regional office. The incumbents would directly supervise the day-to-day activities of electricians, generator mechanics, plumbers, carpenters, masons, welders and HVAC technicians, maintaining effective coordination with the civil, military and police components of the Operation.

Transport Section

80. During the initial start-up phase of the Operation, a contractor was hired by UNAMID to perform repairs and maintenance of vehicles across team sites in Sectors North, West and South. The work performed included the repair and maintenance of an average of 1,240: light and medium vehicles; water distribution and waste disposal management vehicles; 8 heavy-duty vehicles; and 29 items of engineering equipment. After the expiry of that contract, the UNAMID Transport Section took full responsibility for the repair and maintenance of vehicles and other related transport functions in the team sites. Owing to the long distances between team sites and from team sites to their affiliated regional offices, as well as to the prevailing security and road conditions which restrict mobility of staff, it is proposed to establish additional posts at selected team sites to provide adequate support in the area of repair and maintenance of vehicles and operation of specialized vehicles for water distribution, waste management and other transportation services, as required.

81. Accordingly, it is proposed to establish 4 additional Mechanic posts (national General Service staff), 10 Driver posts (national General Service staff) and 3 Transport Assistant positions (international United Nations Volunteers) for Sector North, to service 10 team sites, namely, Malha, Mallit, Umm Kadada, Tawila, Kutum, Kabkabiya, Shangil Tobay, Sortony, Saraf Omra and Zam Zam. One Driver would be assigned to each of the 10 team sites. The incumbents of the proposed 4 Mechanic posts would be grouped into two teams based in Umm Kadada and Kabkabiya, with each team responsible for the repair and maintenance of vehicles at 5 team sites of the sector. The incumbents of the proposed 3 Transport Assistant posts, based in Umm Kadada (2 posts) and Kabkabiya, would provide quality control for transport support to the team sites of Sector North.

82. It is proposed to establish 4 additional Mechanic posts (national General Service staff), 8 Driver posts (national General Service staff) and 2 Transport Assistant positions (international United Nations Volunteers) for Sector South to service 8 team sites, namely Kort Abeche, Kas, Shaeria, Labado, Muhajeria, Graida, Al Daein and Marla. One Driver would be assigned to each of the 8 team sites. The incumbents of the proposed 4 Mechanic posts would be grouped into two teams, based in Graida and Marla, with each team responsible for the repair and maintenance of vehicles at 4 team sites of the Sector. The incumbents of the proposed 2 Transport Assistant posts based in Graida and Marla would provide quality control for transport support to the team sites of Sector South.

83. It is proposed to establish 4 additional Mechanic posts (national General Service staff), 8 Driver posts (national General Service staff) and 2 Transport Assistant positions (international United Nations Volunteers) for Sector West to service 8 team sites, namely Kulbus, Tine, Umm Baru, Masteri, Mournei, Forobaranga, Mukhjar and Nertiti. One Driver would be assigned to each of the 8 team sites. The incumbents of the proposed 4 Mechanic posts would be grouped into two teams, based in Forobaranga and Mukhjar, with each team responsible for the repair and maintenance of vehicles at 4 team sites of the Sector. The incumbents of the proposed 2 Transport Assistant posts, based in Forobaranga and Mukhjar, would provide quality control for transport support to the team sites of Sector South.

Security and Safety Section

Mission headquarters

International staff: increase of 12 posts (creation of 12 Field Service posts)

84. Considering that the threat risk for Darfur is assessed at medium to high, and in view of additional requirements related to the close protection of the Joint Chief Mediator and his Deputy, the Security and Safety Section has reviewed the Operation's arrangements for the protection of its leadership and other high-ranking officials. It is proposed to strengthen the personal protection capacity of the Security and Safety Section through the establishment of 12 Personal Protection Officer posts (Field Service) in addition to the existing 20 posts. The personal protection personnel would be assigned to the continuous close protection of five individuals, including the Joint Special Representative and his two Deputies and the Joint Chief Mediator and his Deputy. The personal protection personnel would also provide, as required, close protection to high-ranking officials visiting Darfur, including senior representatives of United Nations Headquarters and of the African Union Commission, as well as the Elders.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July 2009 to 30 June 2010.)

Category	Expenditures (2007/08) (1)	Apportionment (2008/09) (2)	Cost estimates (2009/10) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
Military and police personnel					
Military observers	4 876.8	11 596.2	11 731.7	135.5	1.2
Military contingents	182 891.6	452 448.6	599 003.7	146 555.1	32.4
United Nations police	43 763.0	130 751.6	146 178.1	15 426.5	11.8
Formed police units	6 335.3	54 955.8	85 946.9	30 991.1	56.4
Subtotal	**237 866.7**	**649 752.2**	**842 860.4**	**193 108.2**	**29.7**
Civilian personnel					
International staff	45 267.6	124 161.3	174 048.2	49 886.9	40.2
National staff	8 524.7	32 417.4	56 131.7	23 714.3	73.2
United Nations Volunteers	4 615.7	14 135.8	19 568.4	5 432.6	38.4
General temporary assistance	5 965.3	8 910.0	4 299.3	(4 610.7)	(51.7)
Subtotal	**64 373.3**	**179 624.5**	**254 047.6**	**74 423.1**	**41.4**
Operational costs					
Government-provided personnel	3.0	250.5	243.8	(6.7)	(2.7)
Civilian electoral observers	—	—	—	—	—
Consultants	221.3	597.1	480.2	(116.9)	(19.6)
Official travel	1 875.5	6 262.7	4 563.2	(1 699.5)	(27.1)
Facilities and infrastructure	486 170.0	274 721.0	280 770.3	6 049.3	2.2
Ground transportation	87 433.8	51 547.7	31 220.2	(20 327.5)	(39.4)
Air transportation	72 397.3	206 509.5	230 791.4	24 281.9	11.8
Naval transportation	—	—	—	—	—
Communications	48 996.9	45 466.7	63 208.5	17 741.8	39.0
Information technology	27 892.2	24 401.0	26 625.8	2 224.8	9.1
Medical	1 074.7	16 562.8	23 354.4	6 791.6	41.0
Special equipment	97.3	2 626.9	3 976.3	1 349.4	51.4
Other supplies, services and equipment	27 210.4	38 387.4	23 269.1	(15 118.3)	(39.4)
Quick-impact projects	866.2	3 000.0	4 000.0	1 000.0	33.3
Subtotal	**754 238.6**	**670 333.3**	**692 503.2**	**22 169.9**	**3.3**
Gross requirements	**1 056 478.6**	**1 499 710.0**	**1 789 411.2**	**289 701.2**	**19.3**
Staff assessment income	6 692.3	20 373.9	26 404.9	6 031.0	29.6
Net requirements	**1 049 786.3**	**1 479 336.1**	**1 763 006.3**	**283 670.2**	**19.2**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**1 056 478.6**	**1 499 710.0**	**1 789 411.2**	**289 701.2**	**19.3**

B. Non-budgeted contributions

85. The estimated value of non-budgeted contributions for the period from 1 July 2009 to 30 June 2010 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	361.5
Voluntary contributions in kind (non-budgeted)	—
Total	**361.5**

[a] Estimated value of land parcels in Northern, Southern and Western Darfur, which is provided by the Government of the Sudan free of charge.

C. Efficiency gains

86. The cost estimates for the period from 1 July 2009 to 30 June 2010 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Air transportation	6 472.3	Reflects the respective shares of UNMIS and MINURCAT of the guaranteed costs associated with four shared aircraft. One MD-83 fixed-wing aircraft will be shared with MINURCAT, which will bear 30 per cent. Three fixed-wing aircraft will be shared with UNMIS, which will bear 30 per cent of one MD-83 aircraft and one IL-76 aircraft and 70 per cent of one L-100 aircraft.
Total	**6 472.3**	

D. Vacancy factors

87. The cost estimates for the period from 1 July 2009 to 30 June 2010 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2007/08*[a]	*Budgeted 2008/09*	*Projected 2009/10*
Military and police personnel			
Military observers	(58.0)	15	10
Military contingents	43.1	30	15
United Nations police	24.2	30	20
Formed police units	84.5	30	20
Civilian personnel			
International staff	41.4	30	30
National staff			
National Officers	50.0	30	30
National General Service staff	26.5	30	20
United Nations Volunteers			
International United Nations Volunteers	60.3	30	25
National United Nations Volunteers	100.0	30	0
Temporary positions[b]			
International staff	50.0	30	20
National staff	95.2	30	20
Government-provided personnel	100.0	20	25

[a] Based on monthly incumbency reports and planned monthly strengths.
[b] Funded under general temporary assistance.

88. The proposed vacancy factors are based on the Operation's experience to date and take into account the mission-specific challenges in relation to the generation and deployment of uniformed personnel and recruitment of civilian staff.

E. Contingent-owned equipment: major equipment and self-sustainment

89. Requirements for the period from 1 July 2009 to 30 June 2010 are based on standard reimbursement rates for major equipment (wet-lease) and self-sustainment in the total amount of $209,264,900 as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military contingents	96 788.0
Formed police units	25 683.9
Subtotal	**122 471.9**

Category	*Estimated amount*
Self-sustainment	
Facilities and infrastructure	49 439.9
Communications	16 838.2
Medical	16 538.6
Special equipment	3 976.3
Subtotal	**86 793.0**
Total	**209 264.9**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to mission area			
Extreme environmental condition factor	2.6	1 January 2008	—
Intensified operational condition factor	3.8	1 January 2008	—
Hostile action/forced abandonment factor	3.3	1 January 2008	—
B. Applicable to home country			
Incremental transportation factor	0-3.0		

F. Training

90. The estimated resource requirements for training for the period from 1 July 2009 to 30 June 2010 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	76.1
Official travel	
Official travel, training	1 616.7
Other supplies, services and equipment	
Training fees, supplies and services	196.4
Total	**1 889.2**

91. The number of participants planned for the period from 1 July 2009 to 30 June 2010, compared with previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2007/08	*Planned 2008/09*	*Proposed 2009/10*	*Actual 2007/08*	*Planned 2008/09*	*Proposed 2009/10*	*Actual 2007/08*	*Planned 2008/09*	*Proposed 2009/10*
Internal	—	244	122	171	237	98	577	200	102
External[a]	22	315	254	—	10	10	—	7	3
Total	**22**	**559**	**376**	**171**	**247**	**108**	**577**	**207**	**105**

[a] Includes United Nations Logistics Base and outside the mission area.

92. The resource requirements will be used primarily for the predeployment training of incoming international staff at the United Nations Logistics Base at Brindisi, Italy, and for training of UNAMID personnel in the areas of human rights investigation and monitoring, code of conduct, ethics, security, gender mainstreaming, aviation safety and operations, ground transportation, contract management, engineering, communications and information technologies, human resources management, financial management and budget preparation.

G. Disarmament, demobilization and reintegration

93. The estimated resource requirements for disarmament, demobilization and reintegration for the period 1 July 2009 to 30 June 2010 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Other supplies, services and equipment	
Other services	2 154.8
Total	**2 154.8**

94. The estimate of $2,154,800 proposed under "Other services" includes the provision of disarmament, demobilization and reinsertion support for the voluntary demobilization of 4,700 ex-combatants at $442 per person for food and transportation support and a provision of $77,400 for translation services and miscellaneous materials and supplies.

95. The Operation's role in the provision of disarmament, demobilization and reinsertion support for the demobilization of ex-combatants is reflected in the following output under expected accomplishment 2.2 of the results-based-budgeting frameworks:

- Advice to State offices of the Darfur Security Arrangements Implementation Commission and relevant authorities designated by subsequent peace agreements and subsidiary bodies on the distribution of reinsertion kits and transitional safety allowances, in addition to the implementation of short-term reinsertion programmes, such as vocational training, education and literacy courses, and employment referral, for up to 4,700 ex-combatants.

H. Mine detection and mine-clearance services

96. The estimated resource requirements for mine detection and mine-clearance services for the period 1 July 2009 to 30 June 2010 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Other supplies, services and equipment	
Mine detection and mine-clearance services	10 947.0
Total	**10 947.0**

97. The provision for mine detection and mine-clearance services encompasses funding for temporary international and national positions at an estimated cost of $1,987,800, contracts for route assessment and explosive-ordnance disposal at an estimated cost of $7,614,800, travel at an estimated cost of $312,100, other operating costs, including acquisition of equipment, fuel, insurance, maintenance of vehicles and communications, and administrative costs and supplies estimated at $221,400. The provision also includes the management and service support fee of an implementing partner at the rate of 8 per cent ($810,900).

98. The Operation's role in mine detection and mine-clearance activities is reflected in the following outputs included under expected accomplishments 2.1, 4.1 and 5.1 of the results-based-budgeting frameworks:

- Development and dissemination of accurate and up-to-date mine and unexploded ordnance threat maps to allow United Nations agencies and international NGOs to operate safely within the Darfur region;
- Delivery of mine-risk education and training to 60,000 civilians residing in communities affected by explosive remnants of war, in coordination with existing programmes of the United Nations Children's Fund (UNICEF) and the United Nations Mine Action Office;
- Training of 400 teachers Darfur-wide in a "train-the-trainer" programme in order to have community-based mine-risk education focal points, in conjunction with existing programmes of UNICEF and the United Nations Mine Action Office;
- Delivery of mine risk education to internally displaced persons prior to their return/repatriation to areas of origin;
- General mine action assessment of 810 villages in Northern, Southern and Western Darfur;
- Emergency unexploded ordnance assessment of 243 km^2;
- Route survey along 3,600 km of possible alternative supply roads and routes; and
- Safety briefings on landmines/unexploded ordnance provided to all members of UNAMID prior to field deployment.

I. Quick-impact projects

99. The estimated resource requirements for quick-impact projects for the period from 1 July 2009 to 30 June 2010, compared with previous periods, are as follows:

Period	*Amount (Thousands of United States dollars)*	*Number of projects*
1 July 2007 to 30 June 2008 (actual)	866.2	42
1 July 2008 to 30 June 2009 (approved)	3 000.0	152
1 July 2009 to 30 June 2010 (proposed)	4 000.0	160

100. In compliance with the request of the General Assembly in its resolution 61/276 (para. 6 of sect. XVIII), UNAMID conducted a detailed needs assessment of quick-impact projects. The assessment determined that there is a continuing need for activities aimed at building confidence in local communities and ensuring and enhancing the relationship between local communities and the Operation. In the short- to medium-term, the quick-impact projects will be aimed at demonstrating progress in the national recovery process, improving access to rural and remote areas, supporting rule of law functions, supporting local authorities and civil society in the areas of education, women's empowerment, health, agriculture, water facilities, sanitation, training and capacity-building and the creation of short-term employment opportunities in vulnerable communities. As the Darfur peace process progresses, quick-impact projects will facilitate the creation of an enabling environment, which is needed to build confidence, with internally displaced persons and the population supporting the return of internally displaced persons. Quick-impact projects will also strengthen cooperation with NGOs and create tangible benefits for a population that expects to see immediate gains.

101. Resource requirements of $4,000,000 are proposed for approximately 154 projects in support of the rehabilitation efforts of communities and 6 quick-impact projects to address life-threatening conditions in prisons. The areas which require the most quick-impact project funding are sanitation, health, education, agriculture, roads, training and capacity-building. Therefore, the primary focus of the projects will involve improving the local medical, educational, agricultural and sanitation infrastructure; providing equipment; generating short-term employment opportunities in support of peacebuilding and political stability; the rule of law and human rights; providing protection and support to vulnerable groups; improving civil-military cooperation; and increasing access to basic services, particularly in rural and remote areas to which the United Nations agencies, funds and programmes, donors or NGOs do not have access.

102. Those projects will help address the immediate needs of the population of Darfur. They will be implemented at no overhead or at minimum cost to ensure that the maximum amount is spent for the direct benefit of the local population.

III. Analysis of variances*

Reference

The present section describes the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

- **Mandate**: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate
- **External**: variances caused by parties or situations external to the United Nations
- **Cost parameters**: variances caused by United Nations regulations, rules and policies
- **Management**: variances caused by management actions to achieve planned results more effectively (e.g. by reprioritizing or adding certain outputs) or efficiently (e.g. by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g. by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

	Variance	
Military observers	$135.5	1.2%

- **External: full deployment**

103. The additional requirements reflect the application of a lower delayed deployment factor of 10 per cent as compared with the 15 per cent delay factor used in the approved budget for 2008/09. Resource requirements provide primarily for payment of mission subsistence allowance based on the assumption that an average of 60 per cent of military observers will be provided with accommodation free of charge and will therefore received a reduced mission subsistence allowance rate, while the 2008/09 budget reflected a rate of 30 per cent of military observers. Provision is also made for rotation of 240 military observers at an average cost of $5,113 per round trip.

	Variance	
Military contingents	$146 555.1	32.4%

- **External: higher deployment**

104. The additional requirements reflect the higher monthly average deployment strength of 18,573 military contingent personnel during the budget period, as

* Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

compared with the monthly average deployment strength of 15,301 military contingent personnel assumed in the 2008/09 approved budget, and the application of a lower deployment factor of 15 per cent as compared with 30 per cent used in the 2008/09 approved budget. The increased requirements are offset in part by the reduction in the provision for freight and related charges associated with the deployment of contingent-owned equipment, the majority of which is assumed to be in theatre before the beginning of the budget period.

105. The estimates of $599,003,700 are inclusive of $211,063,200 for troop costs, $41,051,900 for travel on emplacement, rotation and repatriation, $96,788,000 for reimbursement of major contingent-owned equipment, $219,848,800 for rations and $30,251,800 for mission subsistence allowance payable to staff and liaison officers, recreational leave allowance, daily allowance, death and disability compensation and for freight and deployment of contingent-owned equipment. Travel requirements reflect provisions for the rotation of troops at an average cost of $1,600 per round trip per person and the rotation of staff officers and liaison officers at an average cost of $5,113 per round trip per person. Ration requirements are based on the prevailing contract terms, that is, $25 per person-day for the provision of daily rations, as well as warehousing, refrigeration and transportation costs of $77,511,500.

	Variance	
United Nations police	$15 426.5	11.8%

- **External: higher deployment**

106. The additional requirements reflect the higher monthly average deployment strength of 3,386 United Nations police during the budget period as compared with the monthly average deployment strength of 3,304 police personnel assumed in the 2008/09 approved budget, as well as the application of a lower delayed deployment factor of 20 per cent as compared with 30 per cent used in the 2008/09 approved budget. Resource requirements provide primarily for payment of mission subsistence allowance based on the assumption that an average of 60 per cent of United Nations police will be provided with accommodation free of charge and will receive a reduced mission subsistence allowance rate, as compared with 30 per cent of United Nations police assumed to be accommodated by the Operation in the 2008/09 period. Provision is also made for the emplacement and rotation of United Nations police personnel at average costs of $2,773 per one-way trip per person and of $5,113 per round trip per person, respectively.

	Variance	
Formed police units	$30 991.1	56.4%

- **External: higher deployment**

107. The additional requirements reflect the higher monthly average deployment strength of 2,438 formed police personnel during the budget period, as compared with the monthly average deployment strength of 1,657 formed police personnel assumed in the 2008/09 approved budget, as well as the application of a lower delayed deployment factor of 20 per cent as compared with 30 per cent used in the 2008/09 approved budget. The increased requirements are offset in part by the

absence of provisions for freight and related charges associated with the deployment of contingent-owned equipment, which is assumed to be in theatre before the beginning of the budget period.

108. The requirements under this heading in the amount of $85,946,900 are inclusive of $26,481,500 for troop costs, $3,091,200 for travel on emplacement, rotation and repatriation, $25,683,900 for reimbursement of major contingent-owned equipment, $28,881,900 for rations, and $1,808,400 for recreational leave allowance, daily allowance and death and disability compensation. Travel requirements reflect provisions for the emplacement and rotation of formed police personnel at average costs of $1,200 per one-way trip and $1,600 per round trip per person, respectively. Ration requirements are based on the prevailing contract terms, that is $25 per person-day for the provision of daily rations, as well as warehousing, refrigeration and transportation costs of $10,877,400.

	Variance	
International staff	$49 886.9	40.2%

- **Management: full deployment**

109. The variance is attributable primarily to the full deployment of the proposed complement of international staff of 1,523 personnel throughout the budget period (excluding 1 Senior Field Security Coordination Officer post (P-5) funded through a cost-sharing arrangement), as compared with the monthly average strength of 1,063 international staff assumed in the 2008/09 approved budget.

110. The cost estimate for salaries, staff assessment and common staff costs is derived from the mission-specific actual average expenditure by grade level over the 2007/08 period and includes additional resource requirements for salaries, including post adjustment, and common staff costs for international staff, pursuant to General Assembly resolution 63/250 on human resources management, offset by the elimination of requirements for mission subsistence allowance. Provision is also made for the payment of a hazardous-duty-station allowance at the standard rate of $1,365 per person-month, taking into account the effect of annual leave and the six-week cycle of occupational recuperation break applicable for Darfur. The cost estimate under this budget line includes the application of a 30 per cent delayed recruitment factor, the same as for the 2008/09 period.

	Variance	
National staff	$23 714.3	73.2%

- **Management: full deployment**

111. The increased requirements are attributable primarily to the full deployment of the proposed complement of national staff of 3,423 personnel (3,267 national General Service staff and 156 National Professional Officers) throughout the budget period, as compared with the monthly average strength of 2,417 national staff assumed in the 2008/09 approved budget, and the application of lower delayed recruitment factors of 20 per cent for national General Service staff and 30 per cent for National Professional Officers, as compared with a 30 per cent delay factor applied to both categories for the 2008/09 period.

112. The computation of national staff costs is based on the local salary scales for National Professional Officers (NO-B/II) and General Service staff (GS-3/II) and includes a provision for the payment of a hazardous-duty-station allowance to all national staff at the rate of $407 per person-month, taking into account the effect of annual leave.

		Variance
United Nations Volunteers	$5 432.6	38.4%

- **Management: full deployment**

113. The increased requirements are attributable primarily to the full deployment of the proposed strength of 561 United Nations Volunteers (557 international and 4 national) throughout the budget period, as compared with the monthly average strength of 441 United Nations Volunteers assumed in the 2008/09 approved budget, as well as to the application of lower delayed recruitment factors of 25 per cent for international United Nations Volunteers and of zero per cent for national United Nations Volunteers, as compared with the 30 per cent rate applied to both international and national United Nations Volunteers in the 2008/09 period.

		Variance
General temporary assistance	($4 610.7)	(51.7%)

- **Management: reduced inputs and same outputs**

114. The reduced requirements are attributable primarily to the lower number of positions proposed for the 2009/10 period owing to discontinuation of 7 temporary positions in the Joint Mediation Support Team and 54 temporary positions (28 international and 26 national) in the Humanitarian Liaison Office and the Humanitarian and Recovery Assistance Liaison Unit, which is partly offset by the application of a lower delayed recruitment factor of 20 per cent as compared with a 30 per cent rate in the previous budget.

115. The cost estimate for general temporary assistance provides for 38 temporary positions (24 international and 14 national) for the Joint Mediation Support Team (11), the Political Affairs Division (13) and the Conduct and Discipline Team (14). The computation of the cost estimates is based on the same budgetary parameters for international and national staff, as described in paragraphs 109 to 112 above.

		Variance
Consultants	($116.9)	(19.6%)

- **Management: reduced inputs and same outputs**

116. The reduced requirements are attributable primarily to lower costs of training-related consultancy services estimated at $76,100, which provide for a total of 6 consultants on solid waste management; groundwater monitoring and pollution control; quality control and assurance in supply operations; women and the electoral process; women and the negotiation process; and developing policy and implementation plans for State institutions.

117. Provision is also made for non-training consultancy services in the amount of $404,100 in the areas of water and environment (waste management, sustainability of water sources, design of earth dams and hafirs and development of a database for Darfur on groundwater sources, distribution of natural resources), civil affairs (identification and collection of information in order to resolve conflicts resulting from the uneven distribution of natural resources, restructuring of the Civil Service Commission, assessment of fiscal and financial allocations, evaluation and recommendations related to compensation of claims) and rule of law (capacity assessment for the Judiciary Office of Public Prosecutions and assessment of training facilities for the Judiciary, lawyers, police and corrections officers).

	Variance	
Official travel	($1 699.5)	(27.1%)

- **Management: reduced inputs and same outputs**

118. The variance reflects reduced requirements for official non-training travel of $2,946,500 reflecting a security phase IV environment. The reduced requirements are partly offset by increased requirements of $1,616,700 for official travel related to training, which are attributable to the higher level of deployment of personnel during the budget period.

	Variance	
Facilities and infrastructure	$6 049.3	2.2%

- **Management: reduced inputs and same outputs**

119. The variance primarily reflects increased requirements for construction services and contingent-owned equipment self-sustainment, estimated at $150,634,200 and $49,439,900, respectively. The estimate for construction services provides for phase 3 of the camp engineering workplan ($56.0 million), the construction of the remaining community policing centres ($9.6 million), repair and construction works on the major infrastructure in Darfur, including roads, bridges, parking aprons, airstrips and taxiways of the three major airports in Darfur, and helipads ($79.6 million), and other services related to the Operation's water generation and conservation programme ($5.4 million). Increased requirements for contingent-owned equipment self-sustainment reflect the higher deployment of military contingent and formed police personnel as compared with the previous period, and include a 15 per cent and 20 per cent delayed deployment factor for military contingents and formed police units, respectively.

120. The above increases are offset in part by reduced requirements for the acquisition of equipment, including prefabricated facilities, miscellaneous facilities and infrastructure, generators, water purification equipment, water and septic tank and accommodation equipment, as the majority of the required equipment was, or is planned to be, acquired during the 2007/08 and 2008/09 budget periods, as well as reduced requirements for petrol, oil and lubricants of $34,594,900, owing to the reduced projected consumption of 17.5 million litres of generator diesel as compared with 31.3 million litres provided for in the 2008/09 budget, based on the Operation's actual experience, which is offset in part by the increased average all-

inclusive cost of $1.98 per litre as compared with the average all-inclusive cost of $1.68 per litre used in the 2008/09 budget.

	Variance	
Ground transportation	($20 327.5)	(39.4%)

- **Management: reduced inputs same outputs**

121. The variance under this heading is attributable mainly to reduced requirements of $4,693,200 for the acquisition of vehicles, as major acquisitions were made in the 2007/08 and 2008/09 periods. In addition, the variance reflects reduced requirements for petrol, oil and lubricants in the amount of $18,271,300 owing to the reduced projected consumption of vehicle fuel estimated at 9.7 million litres as compared with 13.3 million litres, based on the Operation's experience. This is offset in part by the increased average all-inclusive cost from $1.70 per litre in the 2008/09 budget to $1.89 per litre.

122. Provision is also made for spare parts ($5,189,100), liability insurance ($1,414,400), rental of specialized vehicles ($576,000), repairs and maintenance ($788,700) and acquisition of vehicle workshop equipment ($287,500).

	Variance	
Air transportation	$24 281.9	11.8%

- **Management: additional outputs and inputs**

123. The variance is attributable mainly to increased requirements for rental and operation of aircraft and for petrol, oil and lubricants owing to the Operation's more intensive air operations in the budget period, which is reflected in the higher number of 31,500 flight hours (9,960 fixed-wing flight hours and 21,540 helicopter flight hours) and the deployment of 52 aircraft (14 fixed-wing aircraft and 38 helicopters) as compared with the planned 28,096 flight hours (10,325 fixed-wing aircraft flight hours and 17,771 helicopter flight hours) provided for in the 2008/09 approved budget. The cost estimate in respect of aircraft rental and operations includes a 10 per cent delay factor to account for possible postponements in the deployment of air assets.

124. The increased requirements are partly offset by reduced requirements for equipment and supplies, air transportation services, landing fees and ground handling charges and subsistence allowance for air crews, which are based on the past expenditure pattern and experience of the Operation, as well as reduced liability insurance requirements for both fixed- and rotary-wing aircraft.

125. The cost estimate of $230,791,400 for air transportation includes rental and operation requirements of $152,090,400, fuel requirements of $70,692,300 and a provision of $8,008,700 for services, landing fees and ground handling charges, allowances for air crews, equipment and supplies, and liability insurance.

126. The resource requirements reflect sharing arrangements for three fixed-wing aircraft with UNMIS and one fixed-wing aircraft with MINURCAT, which will maximize the utilization of those aircraft and represent an overall efficiency of $6,472,300 (see sect. II.C above).

127. The fuel requirement represents the budgeted consumption of 43.0 million litres of aviation fuel estimated at an average all-inclusive cost of $1.64 per litre, compared with the planned consumption of 35.5 million litres, estimated at an average all-inclusive cost of $1.72 per litre provided for in the 2008/09 period.

		Variance
Communications	$17 741.8	39.0%

- **Management: additional outputs and inputs**

128. The variance is attributable mainly to increased requirements for acquisition of communications equipment and commercial communications to support the deployment of the Operation's personnel and the finalization of its communications infrastructure throughout Darfur. The variance is also attributable to increased requirements for contingent-owned self-sustainment, estimated at $16,838,200, as a result of the higher deployment of military contingent and formed police personnel as compared with the 2008/09 period. The self-sustainment requirement is based on the planned deployment schedule of military contingent and formed police personnel, standard reimbursement rates and draft memorandums of understanding, and is inclusive of a 15 per cent and 20 per cent delayed deployment factor for military contingents and formed police units, respectively.

129. The finalization of the communications infrastructure of the Operation and its sector headquarters includes support to all computers, central UPS, cabling and wiring and fibre-optic technology, construction of three major regional VSAT hubs to connect all team sites to the Operation's network and to international gateways, and installation of UHF radio trunking systems for the provision of secure and uninterrupted voice radio communications in El Fasher, El Geneina and Zalingei.

130. Equipment acquisition requirements, estimated at $24,198,800, primarily include provision for the replacement of worn and damaged equipment and for the acquisition of additional equipment, such as digital trunking systems ($7,820,000), air-to-ground base station radios ($1,454,800), a Global Positioning System satellite-based vehicle tracking system for all forward-located vehicles, which is essential for tracking vehicle and staff movements on patrols and in military/logistics convoys ($2,300,000), telephone exchanges ($4,899,100), three-phase 10 kVA UPS ($1,052,700) and transportable air traffic control towers ($1,265,000).

131. Requirements for communications support services include provisions for hiring 60 internationally contracted personnel to support the rapid development of the Operation's communications infrastructure, especially in remote areas of deployment where the movement of national staff is restricted (estimated at an average cost of $5,520 per person per month and taking into consideration a 20 per cent delayed deployment factor).

	Variance	
Information technology	$2 224.8	9.1%

- **Management: additional outputs and inputs**

132. The increased requirements reflect the acquisition of additional information technology equipment and increased provisions for information technology services and spare parts necessary to support the Operation's full capability. Additional equipment, including servers, network switches and routers, network attached storage and other information technology equipment, represent the remaining capital investment required to finalize the development of the information technology infrastructure of the mission headquarters and sector headquarters throughout Darfur and reinforce data centres established at those main locations.

133. Resource requirements for information technology, estimated at $26,625,800, primarily include a provision of $13,162,200 for the acquisition of information technology equipment and a provision for information technology services estimated at $7,515,000. The estimate for information technology services includes the engagement of 60 internationally contracted personnel to support the rapid development of the Operation's information technology infrastructure, especially in remote areas of deployment where the movement of national staff is restricted (estimated at an average cost of $5,520 per person per month and taking into consideration a 20 per cent delayed deployment factor). The provision for information technology services also accounts for centralized information technology services estimated at $240 per computer per year for projected holdings of computers; centralized data storage, retrieval and maintenance support, estimated at $85 per year per e-mail account for 9,000 accounts; and services associated with the deployment of maps, including a Geographic Information System (GIS) digital vector map development system and high-, medium- and low-definition satellite imagery to support the mission's military and police patrol and support activities.

134. The cost estimate also provides for licences, fees and rental of software ($2,498,300), including centralized enterprise licences based on a standard cost of $295 per computer per year and mission-specific GIS application licences; spare parts ($3,135,300), estimated at 5 per cent of the asset value of projected equipment holdings as at 30 June 2010; the acquisition of a new mission-specific software package to manage the entire network of UNAMID and to be used as an overall infrastructure management tool ($230,000); and for maintenance and repair of GIS equipment ($85,000).

	Variance	
Medical	$6 791.6	41.0%

- **External: higher deployment**

135. The variance is attributable mainly to a higher provision for self-sustainment as a result of the higher deployment of military contingent and formed police personnel as compared with the 2008/09 period.

136. Medical resource requirements, estimated at $23,354,400, comprise $16,538,600 for contingent-owned equipment self-sustainment reimbursement, which is based on standard reimbursement rates, signed and draft memorandums of

understanding, and the planned deployment of military contingent and formed police personnel, and is inclusive of 15 per cent and 20 per cent delayed deployment factors for military contingent and formed police units, respectively; and $6,815,800 for medical services and supplies, based on standard costs and the Operation's personnel strength.

	Variance	
Special equipment	$1 349.4	51.4%

- **External: higher deployment**

137. The variance is attributable mainly to a higher provision for self-sustainment as a result of the higher deployment of military contingent and formed police personnel as compared with the 2008/09 period.

138. The increased requirements of $3,976,300 provide exclusively for contingent-owned equipment self-sustainment and are based on the planned deployment schedule of military contingent and formed police personnel, standard reimbursement rates and draft memorandums of understanding, and are inclusive of a 15 per cent and 20 per cent delayed deployment factors for military contingent and formed police units, respectively.

	Variance	
Other supplies, services and equipment	($15 118.3)	(39.4%)

- **Management: reduced inputs and same outputs**

139. The variance primarily reflects reduced requirements of $1,500,000, as compared with $15,500,000 for the 2008/09 period, for freight and related costs of United Nations-owned equipment, the majority of which is assumed to be deployed by 1 July 2009. In addition, the variance is attributable to reduced requirements for personal protection gear, providing for 10 per cent replacement of projected holdings as at 30 June 2009.

140. The estimate of $23,269,100 under this budget line provides primarily for mine detection and mine-clearance services estimated at $10,947,000 (see Sect. II.H above); bank charges ($4,300,000); reinsertion support to ex-combatants ($2,154,800) (see Sect. II.G above); other freight and related charges associated ($1,500,000); acquisition of other equipment ($1,380,700); and acquisition of uniforms, flags and decals ($1,104,700).

	Variance	
Quick-impact projects	$1 000.0	33.3%

- **Management: additional inputs and additional outputs**

141. The increased requirements reflect the capacity of the fully deployed Operation to provide assistance to the community through the implementation of approximately 160 projects estimated at $4 million compared with $3 million budgeted in the 2008/09 period for approximately 152 projects, as detailed in section II.I above.

IV. Actions to be taken by the General Assembly

142. **The actions to be taken by the General Assembly in connection with the financing of UNAMID are:**

(a) **Appropriation of the amount of $1,789,411,200 for the maintenance of the Operation for the 12-month period from 1 July 2009 to 30 June 2010;**

(b) **Assessment of the amount of $149,117,600 for the period from 1 to 31 July 2009;**

(c) **Assessment of the amount of $1,640,293,600 at a monthly rate of $149,117,600 should the Security Council decide to continue the mandate of the Operation.**

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolution 61/276 and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly

A. General Assembly

(Resolution 61/276)

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Section II: budgeting and budget presentation	
When submitting future budget proposals and performance reports, include information on the most significant management decisions relating to the mission's budget and its implementation, including those related to operational costs (para. 2).	Resource planning assumptions are submitted as supplemental information within the UNAMID budget report (see sect. I.B above).
Intensify efforts to improve the quality and timely issuance of peacekeeping documents (para. 3).	The UNAMID budget report for the 2009/10 period has been submitted within the set timelines.
Budget submissions should reflect management improvements and efficiency gains to be achieved and present future strategies in that regard (para. 4).	Details on efficiency gains affecting the 2009/10 budget primarily reflect gains associated with the sharing of air assets with UNMIS and MINURCAT (see sect. II.C above).
Take further steps towards improving budget assumptions and forecasts and to report thereon to the General Assembly at the second part of its resumed sixty-second session (para. 5).	Resource requirements for 2009/10 for UNAMID are based on the assumption that the Operation will be fully deployed during the 2009/10 period and that it will progressively enter its maintenance phase. Financial risks associated with the deployment of personnel are taken into account through the application of vacancy factors.
Improve control over obligations due to the significant increase in the cancellation of prior-period obligations (para. 6).	Monthly review is undertaken by self accounting units with a view to validating and taking action on prior-period obligations.
Section III: results-based-budgeting	
Integrate operational, logistical and financial aspects fully in the planning phase of peacekeeping operations by linking results-based-budgeting to the mandate implementation plans of peacekeeping operations (para. 2).	Resource requirements for 2009/10 are closely related to the operational planning for UNAMID, including the deployment of the Operation. Substantive activities expected to be undertaken during the year are reflected in the results-based-budgeting frameworks for the Operation, to which planned logistical, staffing and financial requirements for the budget period are closely linked.

Section VII: staffing, recruitment and vacancy rates	
Make greater use of national staff, as appropriate, commensurate with the requirements of the mission and its mandate (para. 3).	Implemented, as reflected in the UNAMID staffing establishment.
Ensure that vacant posts are filled expeditiously (para. 4).	Intensive recruitment efforts for both national and international staff are ongoing, with the focus remaining on the initial deployment of the Operation.
Review the staffing structure of missions on an ongoing basis, bearing in mind, in particular, the mission's mandate and concept of operations, and reflect this in budget proposals, including full justification of any additional posts proposed (para. 5).	A staffing review committee has been established to review the staffing structure of UNAMID. In this regard, the 2009/10 budget proposal reflects some preliminary results of the review, recommending redeployment of posts from the mission headquarters to regional offices to strengthen the capacity in the field. A comprehensive review is expected to be completed to support the formulation of the UNAMID proposed budget for the 2010/11 period.
Section IX: training	
Provide professional development opportunities for national staff and fully include national staff in all relevant training programmes (para. 2).	Implemented as part of the 2009/10 proposed budget.
Section XIII: air operations	
Improve the formulation of resource requirements for air operations in budget submissions to make them more reflective of actual operations, bearing in mind the overbudgeting of air transportation requirements in some peacekeeping operations (para. 3).	The preparation of 2009/10 estimates is based on a careful assessment of air transportation requirements to support the Operation effectively.
When reviewing their transportation requirements, missions must take into account means that are efficient, cost-effective and responsive to their operational needs and that ensure the safety of their personnel and take fully into account the unique mandate, complexities, specificities and operational conditions of each mission (para. 4).	Transportation requirements continue to be defined, to a large extent, by the poor infrastructure and difficult terrain in Darfur. Following the significant reliance to date on airlift to support the initial deployment of UNAMID, the proposed budget for 2009/10 reflects the continuing reliance of the Operation on air assets to transport personnel and cargo and conduct its patrolling activities. As the main supply routes are built and secured, increased use of roads is expected in later years.

Conduct aviation quality inspections and aviation assessments to confirm that established standards are being fully complied with (para. 6).	Aviation quality assurance is a mandatory requirement set out by the Department of Field Support. At the operational level, it is implemented in the form of on-the-job training and recurrent training of aviation personnel, internal quality inspections and audit and quarterly air carrier performance evaluation reports submitted to United Nations Headquarters.
Section XVIII: quick-impact projects	
Quick-impact projects should be implemented with minimal or no overhead charges in order to ensure that the maximum amount is spent for the direct benefit of the local population (para. 5).	UNAMID administers its quick-impact projects programme from within existing resources. In addition, every effort is made to ensure that quick-impact projects are carried out with minimal or no overhead charges, where possible.
Funding for quick-impact projects for the third year of a mission and beyond may be requested if there is a requirement for confidence-building activities, in which case a needs assessment should be conducted (para. 6).	Implemented as part of the 2009/10 proposed budget, which includes requirements of $4 million for quick-impact projects based on an assessment of ongoing needs for support in the community.
Coordination with humanitarian and development partners should be made in order to avoid duplication and overlap of activities between missions and humanitarian and development partners in the field (para. 7).	The request for quick-impact project resources will not overlap with or duplicate the activities of UNMIS or of United Nations funds and programmes in Darfur.
Mission budgets allocated for quick-impact projects should not be used to finance humanitarian and development activities already being carried out by United Nations agencies or other international organizations (para. 8).	UNAMID continues to implement quick-impact projects in accordance with this directive.
Section XX: regional coordination	
Develop and implement regional coordination plans aligned to the objectives of missions, keeping in mind the specific mandate of each mission (para. 2).	Information on regional coordination is submitted as supplemental information within the UNAMID budget report (see sect. I.C above).

Section XXI: partnerships, country team coordination and integrated missions	
Provide, in the context of the budget submissions of complex integrated peacekeeping missions, a clear description of the role and responsibility of missions vis-à-vis integrated mission partners as well as the strategies of the missions for enhancing coordination and collaboration with United Nations country teams in order to achieve better results under relevant components (para. 2).	Not applicable (UNAMID is not an integrated operation).

(Resolution 62/232 A — updated information to be provided in addition to that contained in A/62/791)

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Entrust the Office of Internal Oversight Services of the Secretariat to undertake a comprehensive review of the use of the extraordinary measures for the Operation contained in the letter from the Secretary-General to the President of the General Assembly (A/62/379) (para. 30).	Implemented (see A/63/668 and Add.1).
Review the structure of the Operation and the allocation of posts and their grade levels as personnel are deployed and on the basis of actual workloads and experience gained, and to reflect that ongoing review in future budget submissions (para. 35).	A staffing review committee has been established to review the structure of all sections. A preliminary review has identified the need to strengthen the field capacity in certain administrative areas. In this regard, the 2009/10 budget mainly reflects the redeployment of posts from mission headquarters to regional offices. A comprehensive review of the staffing structure is expected to be completed to support the formulation of the UNAMID proposed budget for the 2010/11 period.
The deployment of staff of the Operation needs to be phased in order to conform to its operational needs as it evolves and to its support capacity, and, during its start-up phase, the principal focus of the Operation should be to ensure that core capacity is quickly put in place (para. 36).	The initial recruitment of UNAMID staff was carefully prioritized to focus on essential requirements during the start-up phase and also focused on the transition of former staff from AMIS.
Deployment of civilian staff should be phased in accordance with the deployment of military and police personnel (para. 37).	Implemented, as above.

(Resolution 62/232 B)

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
All necessary action should be taken to ensure that the Operation is administered with a maximum of efficiency and economy (para. 11).	Implemented.
Include in future budget submissions details of the mechanisms that exist at Headquarters and in the field for ensuring coordination and collaboration among all United Nations actors active in the relevant mission area (para. 12).	Implemented. Further information is reflected in section I.D of the present report.
Ensure that future budgets for the Operation contain sufficient information, explanation and justification of the proposed resource requirements relating to its operational costs in order to allow Member States to take well-informed decisions (para. 13).	Detailed information is provided on the driving factors of the computation of cost estimates (see sect. III above).
In order to reduce the cost of employing General Service staff, efforts to recruit local staff for the Operation against General Service posts should continue, commensurate with the requirements of the Operation (para. 14).	Not applicable. The Operation's staffing table does not include international General Service posts.

B. Advisory Committee on Administrative and Budgetary Questions

(A/62/781/Add.14)

Request/recommendation	*Action taken to implement request/recommendation*
The Advisory Committee recalls its recommendation, contained in its report on the proposed budget for UNAMID for the 2007/08 period (A/62/540, para. 35), in which it stated its opinion that "the structure of the mission, the final allocation of posts and their grade levels should remain under review as the mission is deployed". No attempt has been made in the proposed budget for 2008/09 to comply with this recommendation.	As the Operation is still in the phase of deploying military, police and civilian personnel to the mission headquarters, the three regional offices and the sub-office, at this stage any review of the staffing structure will not be complete, nor will it reflect the experience gained on the ground. The Operation's structure will therefore be reviewed in the light of the evolving situation on the ground and taking into consideration the capacity and experience of UNAMID with the results, as analysed by the Staffing Review Committee, reflected in the 2010/11 budget.

The Advisory Committee understands that the timing of the preparation of the budget, which began one month after the establishment of the mission on 1 January 2008, did not allow for a review on the basis of experience. The Committee therefore recommends that the requested review be undertaken in the context of a progress report to be submitted to the General Assembly at its sixty-third session (para. 19).	
The Advisory Committee recalls that the General Assembly, in paragraph 32 of its resolution 62/232, requested the Secretary-General to further explore, without prejudice to the distinct mandates, resources, roles and areas of operation of UNMIS and UNAMID, the scope for synergies and cooperation between the two missions, where possible, and to report thereon to the Assembly in the context of the budgets of the missions for 2008/09 (para. 31).	Implemented (see A/63/535 and A/63/544). Further information on coordination and collaboration between UNAMID and other missions deployed in the region and the United Nations country team is reflected in sections I.C and I.D of the present report.
The Advisory Committee notes, as indicated in paragraphs 24, 25 and 32 of the proposed budget, that priority will be given during the budget period to the establishment and functioning of effective liaison mechanisms between the mission and other actors in the humanitarian community (para. 32).	
The Advisory Committee recommends that a detailed description of developments in coordination and collaboration between UNAMID and other missions deployed in the region and the United Nations country team be provided in the progress report to be submitted to the General Assembly at its sixty-third session (para. 33).	
The Committee further recommends that the Secretary-General be requested to submit a report to the General Assembly not later than 30 November 2008 on progress in the implementation of the budget to provide for a revised appropriation and a further assessment, if required. The report should also reflect the ongoing review of the structure of the mission, as well as other issues raised in General Assembly resolution 62/232. The Committee expects that the performance report for the period 2007/08 will be submitted at the same time (para. 34).	

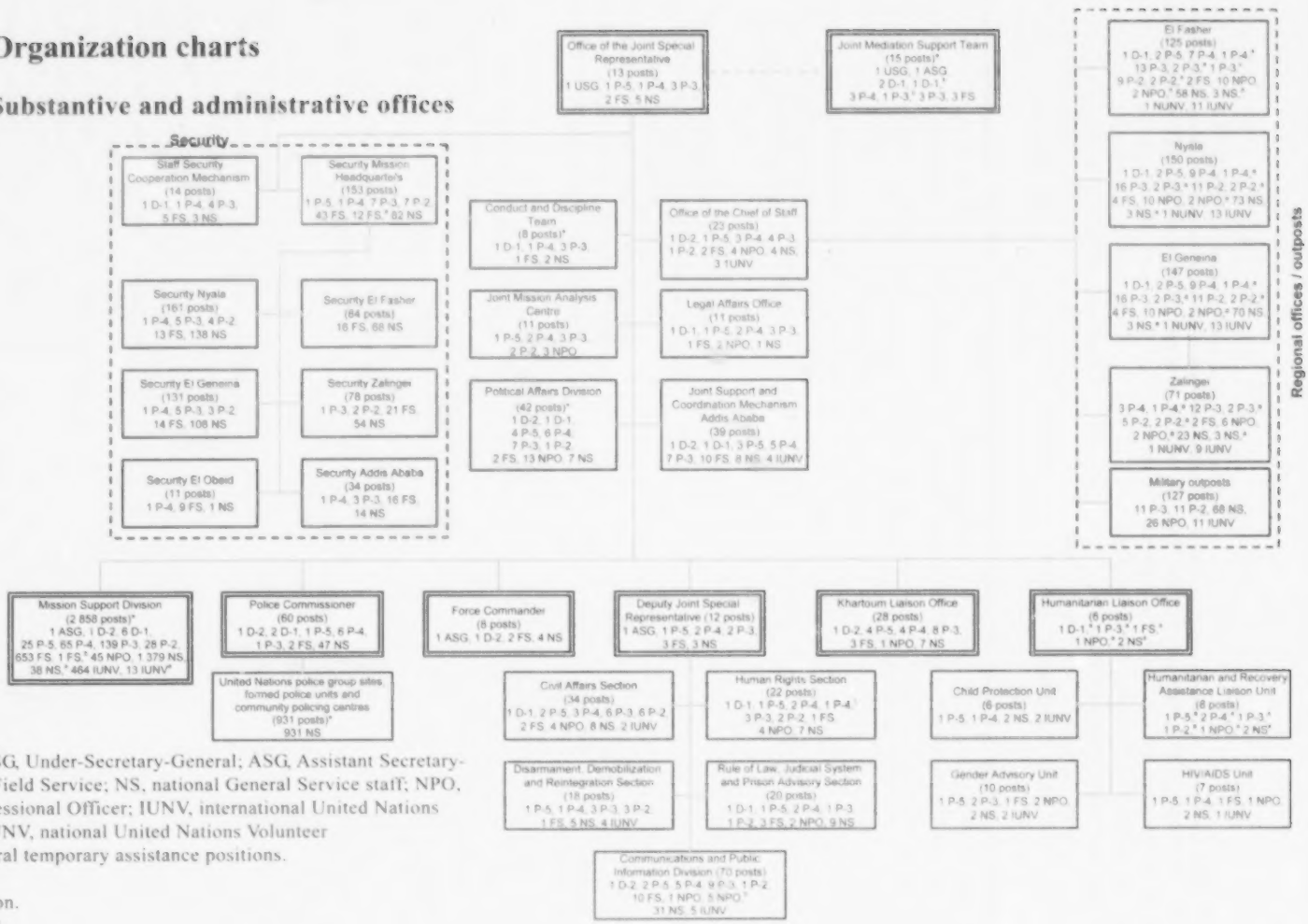
(A/62/540)

Request/recommendation	*Action taken to implement request/recommendation*
The Advisory Committee recommends that the humanitarian component for UNAMID be further reviewed with UNMIS with a view to maximizing efficiency and that any changes proposed be reflected in the programme and resources for both the UNAMID and UNMIS budgets for 2008/09 (para. 61).	Information is provided in section I.D of the present report.

Annex

Organization charts

A. Substantive and administrative offices


Office of the Joint Special Representative
(13 posts)
1 USG, 1 P-5, 1 P-4, 3 P-3, 2 FS, 5 NS
Joint Mediation Support Team
(15 posts)*
1 USG, 1 ASG, 2 D-1, 1 D-1,[c] 3 P-4, 1 P-3,[c] 3 P-3, 3 FS
Regional offices / outposts
El Fasher
(125 posts)
1 D-1, 2 P-5, 7 P-4, 1 P-4,* 13 P-3, 2 P-3,* 1 P-3,[c] 9 P-2, 2 P-2,* 2 FS, 10 NPO, 2 NPO,* 58 NS, 3 NS,* 1 NUNV, 11 IUNV
Nyala
(150 posts)
1 D-1, 2 P-5, 9 P-4, 1 P-4,* 16 P-3, 2 P-3,* 11 P-2, 2 P-2,* 4 FS, 10 NPO, 2 NPO,* 73 NS, 3 NS,* 1 NUNV, 13 IUNV
El Geneina
(147 posts)
1 D-1, 2 P-5, 9 P-4, 1 P-4,* 16 P-3, 2 P-3,* 11 P-2, 2 P-2,* 4 FS, 10 NPO, 2 NPO,* 70 NS, 3 NS,* 1 NUNV, 13 IUNV
Zalingei
(71 posts)
3 P-4, 1 P-4,* 12 P-3, 2 P-3,* 5 P-2, 2 P-2,* 2 FS, 6 NPO, 2 NPO,* 23 NS, 3 NS,* 1 NUNV, 9 IUNV
Military outposts
(127 posts)
11 P-3, 11 P-2, 68 NS, 26 NPO, 11 IUNV
Security
Staff Security Cooperation Mechanism
(14 posts)
1 D-1, 1 P-4, 4 P-3, 5 FS, 3 NS
Security Mission Headquarters
(153 posts)
1 P-5, 1 P-4, 7 P-3, 7 P-2, 43 FS, 12 FS,* 82 NS
Security Nyala
(161 posts)
1 P-4, 5 P-3, 4 P-2, 13 FS, 138 NS
Security El Fasher
(84 posts)
16 FS, 68 NS
Security El Geneina
(131 posts)
1 P-4, 5 P-3, 3 P-2, 14 FS, 108 NS
Security Zalingei
(78 posts)
1 P-3, 2 P-2, 21 FS, 54 NS
Security El Obeid
(11 posts)
1 P-4, 9 FS, 1 NS
Security Addis Ababa
(34 posts)
1 P-4, 3 P-3, 16 FS, 14 NS
Conduct and Discipline Team
(8 posts)*
1 D-1, 1 P-4, 3 P-3, 1 FS, 2 NS
Office of the Chief of Staff
(23 posts)
1 D-2, 1 P-5, 3 P-4, 4 P-3, 1 P-2, 2 FS, 4 NPO, 4 NS, 3 IUNV
Joint Mission Analysis Centre
(11 posts)
1 P-5, 2 P-4, 3 P-3, 2 P-2, 3 NPO
Legal Affairs Office
(11 posts)
1 D-1, 1 P-5, 2 P-4, 3 P-3, 1 FS, 2 NPO, 1 NS
Political Affairs Division
(42 posts)*
1 D-2, 1 D-1, 4 P-5, 6 P-4, 7 P-3, 1 P-2, 2 FS, 13 NPO, 7 NS
Joint Support and Coordination Mechanism Addis Ababa
(39 posts)
1 D-2, 1 D-1, 3 P-5, 5 P-4, 7 P-3, 10 FS, 8 NS, 4 IUNV
Mission Support Division
(2 858 posts)*
1 ASG, 1 D-2, 6 D-1, 25 P-5, 65 P-4, 139 P-3, 28 P-2, 653 FS, 1 FS,* 45 NPO, 1 379 NS, 38 NS,* 464 IUNV, 13 IUNV*
Police Commissioner
(60 posts)
1 D-2, 2 D-1, 1 P-5, 6 P-4, 1 P-3, 2 FS, 47 NS
United Nations police group sites, formed police units and community policing centres
(931 posts)*
931 NS
Force Commander
(8 posts)
1 ASG, 1 D-2, 2 FS, 4 NS
Deputy Joint Special Representative
(12 posts)
1 ASG, 1 P-5, 2 P-4, 2 P-3, 3 FS, 3 NS
Civil Affairs Section
(34 posts)
1 D-1, 2 P-5, 3 P-4, 6 P-3, 6 P-2, 2 FS, 4 NPO, 8 NS, 2 IUNV
Disarmament, Demobilization and Reintegration Section
(18 posts)
1 P-5, 1 P-4, 3 P-3, 3 P-2, 1 FS, 5 NS, 4 IUNV
Human Rights Section
(22 posts)
1 D-1, 1 P-5, 2 P-4, 1 P-4,[c] 3 P-3, 2 P-2, 1 FS, 4 NPO, 7 NS
Rule of Law, Judicial System and Prison Advisory Section
(20 posts)
1 D-1, 1 P-5, 2 P-4, 1 P-3, 1 P-2, 3 FS, 2 NPO, 9 NS
Communications and Public Information Division (70 posts)
1 D-2, 2 P-5, 5 P-4, 9 P-3, 1 P-2, 10 FS, 1 NPO, 5 NPO,[c] 31 NS, 5 IUNV
Khartoum Liaison Office
(28 posts)
1 D-2, 4 P-5, 4 P-4, 8 P-3, 3 FS, 1 NPO, 7 NS
Child Protection Unit
(6 posts)
1 P-5, 1 P-4, 2 NS, 2 IUNV
Gender Advisory Unit
(10 posts)
1 P-5, 2 P-3, 1 FS, 2 NPO, 2 NS, 2 IUNV
Humanitarian Liaison Office
(6 posts)
1 D-1,* 1 P-3,* 1 FS,* 1 NPO,* 2 NS*
Humanitarian and Recovery Assistance Liaison Unit
(6 posts)
1 P-5,* 2 P-4,* 1 P-3,* 1 P-2,* 1 NPO,* 2 NS*
HIV/AIDS Unit
(7 posts)
1 P-5, 1 P-4, 1 FS, 1 NPO, 2 NS, 1 IUNV

Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; FS, Field Service; NS, national General Service staff; NPO, National Professional Officer; IUNV, international United Nations Volunteer; NUNV, national United Nations Volunteer

* Includes general temporary assistance positions.

[a] New post.

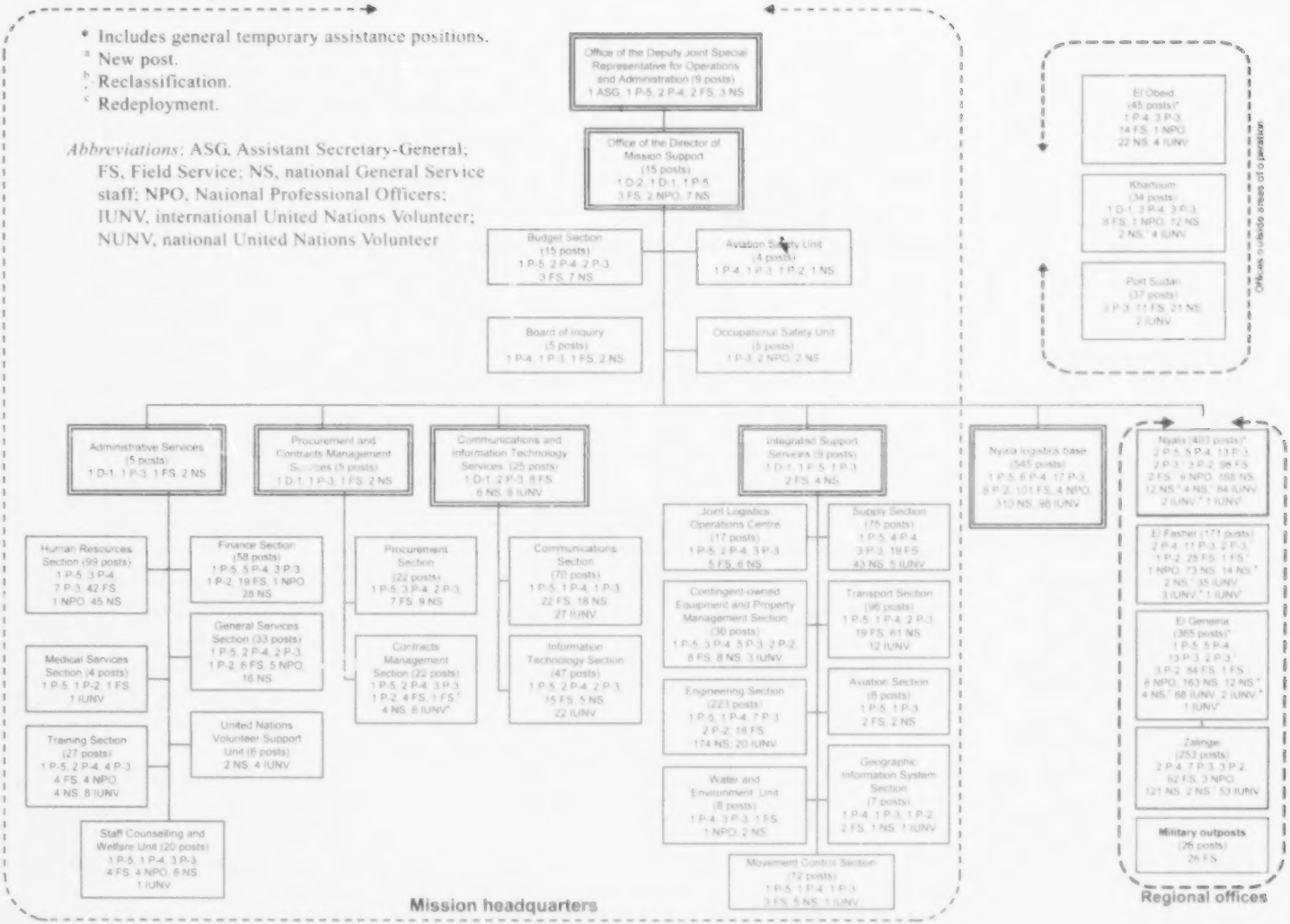
[b] Reclassification.

[c] Redeployment.

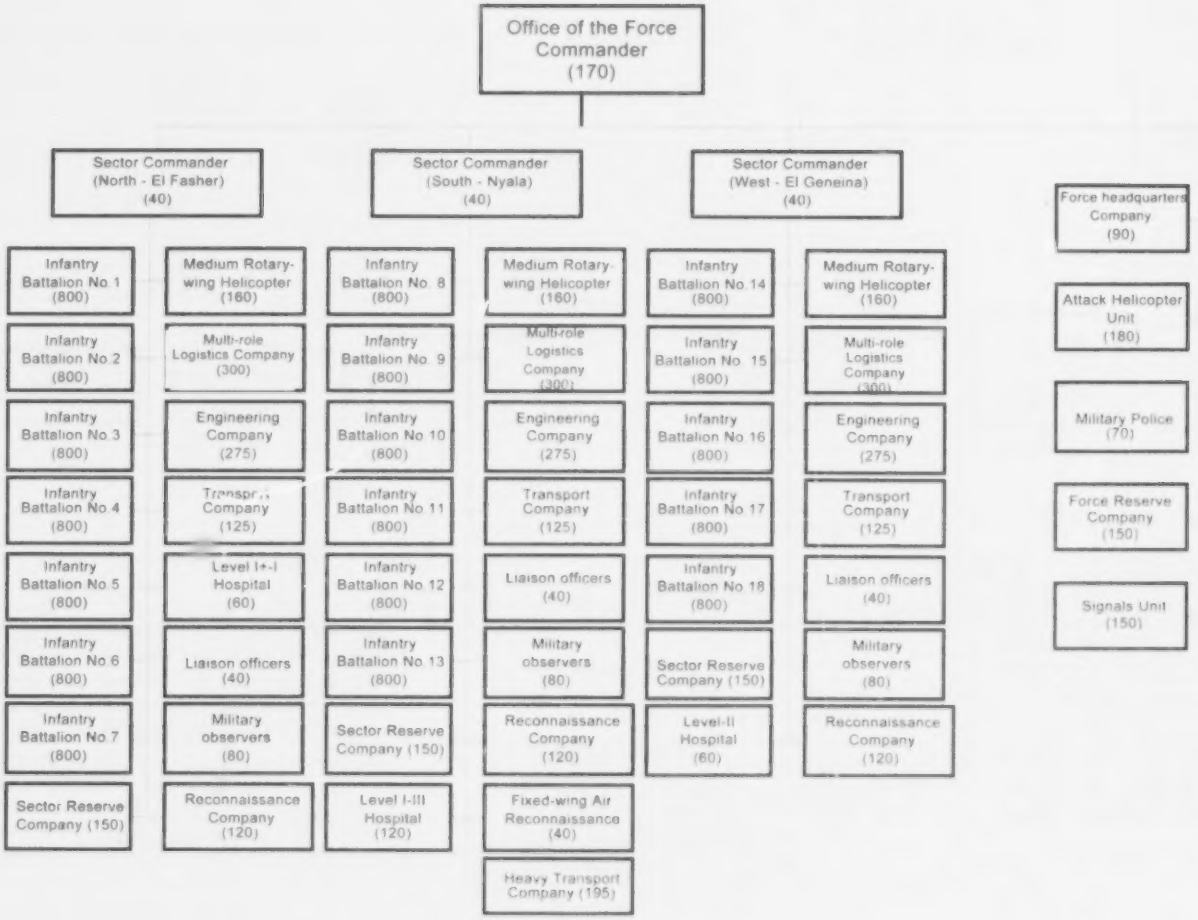
B. Mission Support Division

* Includes general temporary assistance positions.
[a] New post.
[b] Reclassification.
[c] Redeployment.

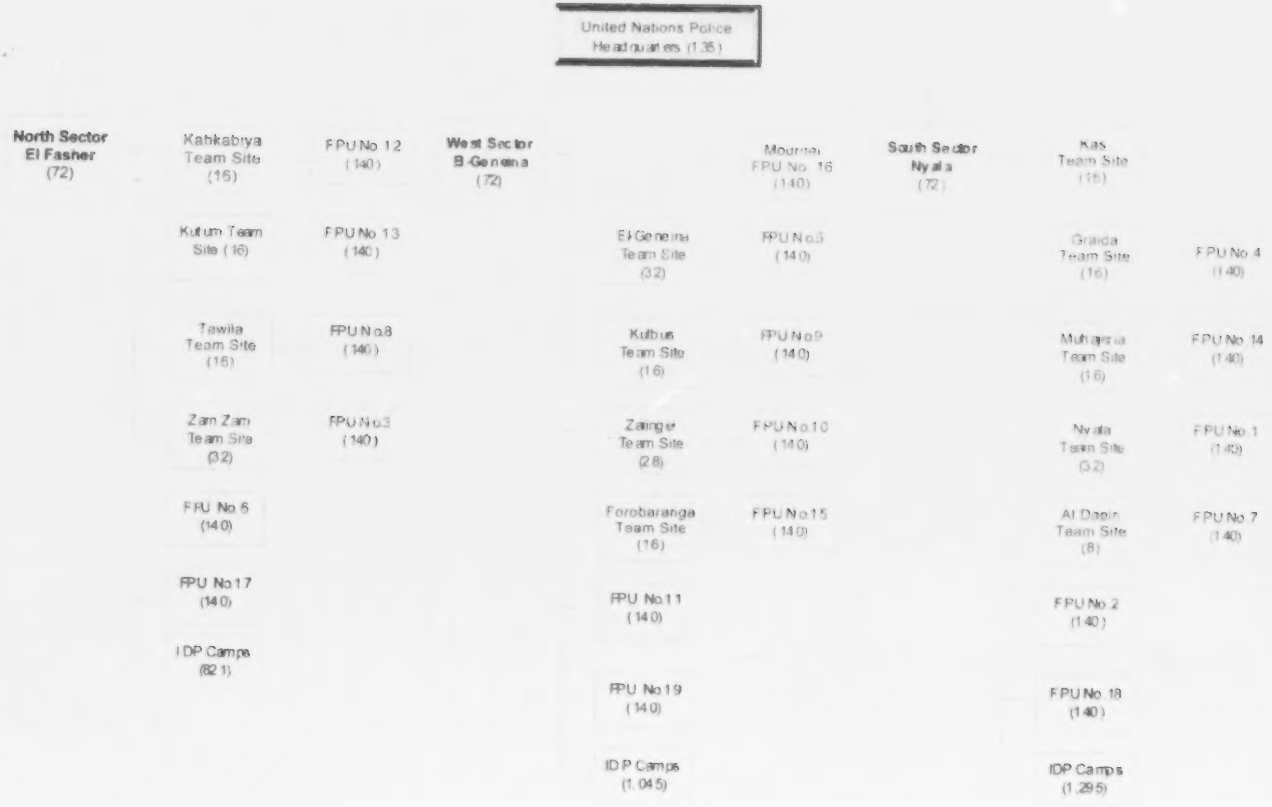
Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; NS, national General Service staff; NPO, National Professional Officers; IUNV, international United Nations Volunteer; NUNV, national United Nations Volunteer

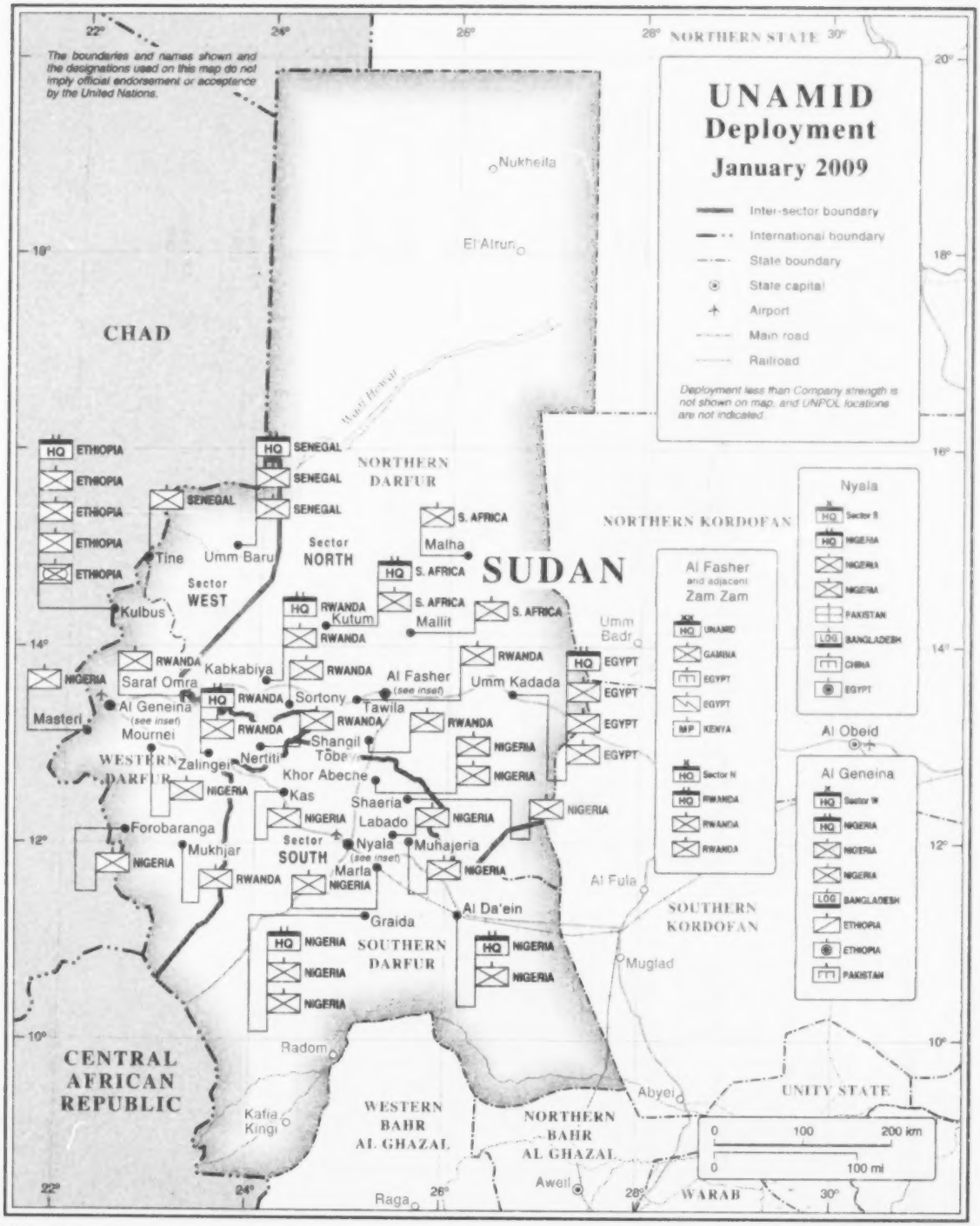

Office of the Deputy Joint Special Representative for Operations and Administration (9 posts)
1 ASG, 1 P-5, 2 P-4, 2 FS, 3 NS
Office of the Director of Mission Support
(15 posts)
1 D-2, 1 D-1, 1 P-5, 3 FS, 2 NPO, 7 NS
Budget Section
(15 posts)
1 P-5, 2 P-4, 2 P-3, 3 FS, 7 NS
Aviation Safety Unit
(4 posts)
1 P-4, 1 P-3, 1 P-2, 1 NS
Board of Inquiry
(5 posts)
1 P-4, 1 P-3, 1 FS, 2 NS
Occupational Safety Unit
(5 posts)
1 P-3, 2 NPO, 2 NS
El Obeid
(45 posts)[a]
1 P-4, 3 P-3, 14 FS, 1 NPO, 22 NS, 4 IUNV
Khartoum
(34 posts)
1 D-1, 3 P-4, 3 P-3, 8 FS, 1 NPO, 12 NS, 2 NS,[c] 4 IUNV
Port Sudan
(37 posts)
3 P-3, 11 FS, 21 NS, 2 IUNV
Offices in Nairobi (head of 3 operations)
Administrative Services
(5 posts)
1 D-1, 1 P-3, 1 FS, 2 NS
Procurement and Contracts Management Services (5 posts)
1 D-1, 1 P-3, 1 FS, 2 NS
Communications and Information Technology Services (25 posts)
1 D-1, 2 P-3, 8 FS, 6 NS, 8 IUNV
Integrated Support Services (9 posts)
1 D-1, 1 P-5, 1 P-3, 2 FS, 4 NS
Nyala logistics base
(545 posts)
1 P-5, 6 P-4, 17 P-3, 6 P-2, 101 FS, 4 NPO, 310 NS, 98 IUNV
Nyala (403 posts)[a]
2 P-5, 5 P-4, 13 P-3, 2 P-3,[c] 2 P-2, 98 FS, 2 FS,[c] 9 NPO, 168 NS, 12 NS,[c] 4 NS,[c] 84 IUNV, 2 IUNV,[c] 1 IUNV[c]
El Fasher (171 posts)[a]
2 P-4, 11 P-3, 2 P-3,[c] 1 P-2, 25 FS, 1 FS,[c] 1 NPO, 73 NS, 14 NS,[c] 2 NS,[c] 35 IUNV, 3 IUNV,[c] 1 IUNV[c]
El Geneina (365 posts)[a]
1 P-5, 5 P-4, 13 P-3, 2 P-3,[c] 3 P-2, 84 FS, 1 FS,[c] 8 NPO, 163 NS, 12 NS,[c] 4 NS,[c] 68 IUNV, 2 IUNV,[c] 1 IUNV[c]
Zalingei
(253 posts)[a]
2 P-4, 7 P-3, 3 P-2, 62 FS, 3 NPO, 121 NS, 2 NS,[c] 53 IUNV
Military outposts
(26 posts)
26 FS
Regional offices
Human Resources Section (99 posts)
1 P-5, 3 P-4, 7 P-3, 42 FS, 1 NPO, 45 NS
Finance Section
(58 posts)
1 P-5, 5 P-4, 3 P-3, 1 P-2, 19 FS, 1 NPO, 28 NS
Procurement Section
(22 posts)
1 P-5, 3 P-4, 2 P-3, 7 FS, 9 NS
Communications Section
(70 posts)
1 P-5, 1 P-4, 1 P-3, 22 FS, 18 NS, 27 IUNV
Medical Services Section (4 posts)
1 P-5, 1 P-2, 1 FS, 1 IUNV
General Services Section (33 posts)
1 P-5, 2 P-4, 2 P-3, 1 P-2, 6 FS, 5 NPO, 16 NS
Contracts Management Section (22 posts)
1 P-5, 2 P-4, 3 P-3, 1 P-2, 4 FS, 1 FS,[c] 4 NS, 6 IUNV[a]
Information Technology Section
(47 posts)
1 P-5, 2 P-4, 2 P-3, 15 FS, 5 NS, 22 IUNV
Training Section
(27 posts)
1 P-5, 2 P-4, 4 P-3, 4 FS, 4 NPO, 4 NS, 8 IUNV
United Nations Volunteer Support Unit (6 posts)
2 NS, 4 IUNV
Staff Counselling and Welfare Unit (20 posts)
1 P-5, 1 P-4, 3 P-3, 4 FS, 4 NPO, 6 NS, 1 IUNV
Joint Logistics Operations Centre
(17 posts)
1 P-5, 2 P-4, 3 P-3, 5 FS, 6 NS
Supply Section
(75 posts)
1 P-5, 4 P-4, 3 P-3, 19 FS, 43 NS, 5 IUNV
Contingent-owned Equipment and Property Management Section
(30 posts)
1 P-5, 3 P-4, 5 P-3, 2 P-2, 8 FS, 8 NS, 3 IUNV
Transport Section
(96 posts)
1 P-5, 1 P-4, 2 P-3, 19 FS, 61 NS, 12 IUNV
Engineering Section
(223 posts)
1 P-5, 1 P-4, 7 P-3, 2 P-2, 18 FS, 174 NS, 20 IUNV
Aviation Section
(6 posts)
1 P-5, 1 P-3, 2 FS, 2 NS
Water and Environment Unit
(8 posts)
1 P-4, 3 P-3, 1 FS, 1 NPO, 2 NS
Geographic Information System Section
(7 posts)
1 P-4, 1 P-3, 1 P-2, 2 FS, 1 NS, 1 IUNV
Movement Control Section
(72 posts)
1 P-5, 1 P-4, 1 P-3, 3 FS, 5 NS, 1 IUNV
Mission headquarters

C. Military structure



D. Police structure





Map No. 4327 Rev. 3 UNITED NATIONS
January 2009

Department of Field Support
Cartographic Section